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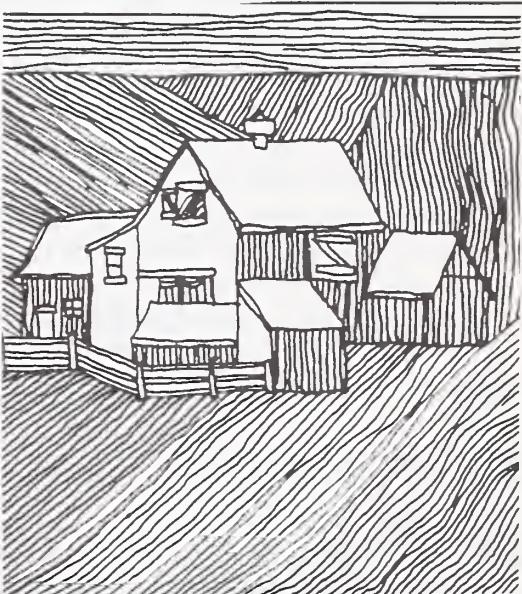
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AMS in Action

An Administrative Letter for Employees

Agricultural Marketing Service • U.S. Department of Agriculture • Jan. 1979

Hedlund leaves USDA



Brilliant. Powerful. Predictable. Surprising. These are just some of the words used to describe Floyd Hedlund. He is a complex man. And it's probably safe to say that even after a 41-year career at USDA, no one really knows Floyd Hedlund but Floyd Hedlund.

On Jan. 12, Hedlund concluded his career as director of the Fruit and Vegetable Division. He is not retiring, he points out, just leaving USDA.

"I'm going to take off two days (before beginning his new career as a consultant)—Saturday and Sunday. On Jan. 15 I expect to be hard at work."

This is not out of character for Hedlund. "You make up your mind what you want to do, then proceed to do it."

Probably the only thing that Hedlund didn't plan on was a career in fruit and vegetable marketing.

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Transportation office set AMS plays major role

AMS' Transportation Services Branch will be part of USDA's new Office of Transportation announced by Secretary Bergland Dec. 13.

Ronald F. Schrader will serve as acting director.

Bergland said the consolidation of transportation activities from six different agencies into one new unit will provide better service to farmers and reduce duplication of efforts.

The office will serve as a focal point for all USDA transportation matters, including the development of agricultural and rural development transportation policy and the coordination and evaluation of USDA transportation matters, including those with other government agencies.

Administrative, management and information support for the new office will be provided by AMS.

In addition to the Transportation Services Branch, the transportation functions of the other five agencies being transferred are:

—the Transportation Coordinator in the Foreign Agricultural Service;

—parts of the Transportation Economics Group and the Transportation Logistics Group in the Economics, Statistics and Cooperatives Service;

—the Office of Policy Coordination and Training in the Farmers Home Administration;

—the federal maritime functions of the Office of the General Sales Manager, and

—the Transportation and Packaging Laboratory in the Science and Education Administration. □



St. Louis enjoys Ethel Trice Day; radio station honors AMS employee

In this era of investigative reporting, it's not often that a government employee gets bouquets from the media. But Ethel Trice, livestock market news clerk at National Stock Yards in Illinois, not only got flowers, she had her own day.

Radio station KMOX in St. Louis declared Oct. 26 "Ethel Trice Day." The station decided to honor her because her 5:45 a.m. live radio broadcast attracts so many listeners.

Trice, an AMS employee since 1969, said people at the station warned her that they were going to do something special for her, but she thought it was all a joke.

"The day before (Oct. 25), I got a plant. Then I got more plants and flowers. That's when I started to believe them."

The station provided a huge cake decorated with market statistics for that day. People from all over the stockyard dropped by to bring plants and candy.

Becoming a media star hasn't changed Trice. She still gets up every morning at 3:30 a.m. She's at work by 5 a.m. updating the coda-phone. The radio station telephones her for the 5:45 a.m. show and her work day ends at 1:30 p.m.

"If anything, it was encouraging," Trice said. "I didn't know anyone felt that way." □

AMS *in Action*

Sally Klusaritz, Editor

AMS in Action is published for the employees of AMS. Everyone is encouraged to contribute through their division's representative.

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Earl Shelton lives his dream

by Dennis McNabb

Cotton Division, Memphis, Tenn.

When 17-year-old Earl Shelton applied for a part-time laborer's job in Cotton Division's Houston, Tex., classing office, no one would have guessed he would someday help prepare the universal cotton standards that are used worldwide in trading American cotton.

The first day on the job, he was all eyes as he watched the classers grading and stapling samples. The grade terminology—middling, low middling, strict good ordinary—along with the stapling techniques, intrigued him. "I watched those classers and made up my mind I was going to learn how to class cotton."

In 1954 the cotton futures classing program was changed, creating a need for someone like Shelton in the Grading Section in Memphis, Tenn. After moving to Memphis, he worked at becoming a cotton classer whenever he had a spare moment.

After two years in the army he returned to the division in 1962, motivated by his goal of learning to class and someday taking the cotton classer's examination. Shortly after returning, he was transferred to the Standards Section.

A high school dropout, Shelton decided to continue his education. He passed a high school equivalency exam, and studied business administration at the State Technical Institute.

Cotton Division helped Shelton realize his goal of becoming a cotton classer when the division designed a special on-the-job training program for him. After completing the program he said his dream came true—he passed the classer's examination and became an agricultural commodity grader.

Shelton has 14 years experience in the Standards Section which main-

tains grade and staple standards for different types of cotton. Most of the upland type cotton grown, graded and marketed in the free world is traded on these standards, named "Universal Standards" in a 1923 agreement with overseas importers of American Upland cotton.

Knowledge of cotton classing is essential for Shelton since he shares the responsibility for selecting the individual cotton bales to be purchased for use in preparing grade and staple standards.

Shelton relishes a feeling of pride and accomplishment when a set of cotton standards has been put together and approved by the American industry and European and Asian representatives. He has participated in five universal conferences, more than any other professional staff member in the present Standards Section. □

**Look at
your attitude
toward aging.**



**Get off your
rocker. Don't
take old age
sitting down.**



A Public Service of
This Newspaper &
The Advertising Council



National Council
on the Aging, Inc.

Next issue . . .

**A look at women in
cotton . . .**

**and more on the new
Office of Transportation**

Hedlund recalls his 41-year career

(cont'd from p. 1)



"It goes back to my graduate school at Cornell. During my first year I took a course in fruit and vegetable marketing and got along very well. During the summer my professor, Professor Rasmussen, asked me if I would work on a research project for him on fruit and vegetable marketing in New York City, which I did . . . and spent the entire summer at the old Washington Street market. The following year he invited me to be his assistant, and it's through that association that I became familiar with fruit and vegetable marketing. And also, I was offered a job when I finished. And that was very important."

"You make up your mind what to do, then proceed to do it."

That was 1937. Hedlund began at USDA as an agricultural economist with the Agricultural Adjustment



Administration. From 1941 to 1942, he was a senior marketing specialist and head of the citrus fruit unit of the Agricultural Marketing Administration.

From 1942 through 1946, he served with the U.S. Army Air Force, rising to the rank of Lt. Colonel.

In 1946, he returned to USDA as chief of the citrus division in AMS. Later that year, he was promoted to assistant director of the Fruit and Vegetable Division. In 1961 he became director.

"Maybe I shouldn't admit it," he said, not a bit sheepishly, "but this is the only job I ever really had full-time."

During those 18 years as director, his division was the largest in AMS. When AMS still had responsibility for grading and standardization, Hedlund supervised more than 1700 employees. Now his division is at its smallest—about 300 employees—but still the largest in AMS.

"I've been under 10 secretaries of agriculture. I've threatened to write a book," he said chuckling. "I've already got a title selected, 'I Have Known 10 Secretaries.' I've even got them all classified in my mind as to how they rate from top to bottom." And in answer to the natural question, "Now that you're quoting me, I don't think I should say (which one was the top)."



He has only one suggestion for improvement for USDA—at least only one he would admit to. “I’d like to see all fruit and vegetable marketing work in one place. And I would like to see more leadership demonstrated in this work.”

“Maybe I shouldn’t admit it, but this is the only job I ever really had full-time.”

Hedlund has been active internationally, working with various organizations to facilitate trade throughout the world.

All totalled he has visited 89 countries out of the nearly 160 countries represented in the United Nations. “I’ve travelled most of the places I want to go . . . the only one left is China. I’m looking forward to a time when I can visit China.”

But even with all his international travels and awards, he points with particular pride to his two departmental distinguished service awards.

“My greatest satisfaction was when I got my distinguished service awards (in 1972 and 1974),” he said with a big smile on his face. “It meant a lot to me, especially having gotten two of them. I take a little pride in that.”



But, he said, “I think really that what you do in physical programs . . . they go down the drain. One of your great satisfactions is what kind of influence you have in the fruit and vegetable industry, how much you’re listened to. And I think that’s perhaps what I’d put on top . . . your standing, reputation among the people you’ve been associated with for these 41 years. Not only in the industry where you’ve been involved, but also in these ‘hallowed halls’ here.”

“One of your great satisfactions is what kind of influence you have . . . ”

His voice became soft, almost as if he were talking to himself. “And I think that’s really the essence of any career. What you’ve left behind. What you’ve contributed.”

Financial statements required for senior officials

The financial books for certain government officials will be a bit more open beginning in 1979.

President Carter has signed a law requiring senior government officials (in Grades GS-16 or equivalent and up) to file detailed financial statements that will be open to public inspection. In most cases, the statements must be filed with agencies by May 15, 1979.

Called the Ethics in Government Act of 1978, the law also restricts affected officials from earning outside income of more than 15 percent of their annual government salary, and increases restrictions on what employees in certain sensitive jobs may do after they leave government.

The law further creates an Office of Government Ethics (OGE) which

will be given broad responsibility to develop policies, rules, and regulations pertaining to conflicts of interest and the requirements for public financial disclosure. OGE will also monitor, investigate, and enforce compliance with these regulations.

According to the Office of Personnel, the Act affects nearly 300 employees in USDA. □

Looking back at AMS

Except for the fashions, this October, 1941, version of an open-air market looks just like today. This Windsor Locks, Conn., market celebrated the harvest.



Personnel Actions

WELCOME

Cotton Division

Naomi C. Hacker, marketing specialist, Office of the Director, Washington, D.C.

Mark S. Shimozaki, agricultural marketing assistant, Bakersfield, Calif.

Gerald W. Talkmitt, labor foreman, Lubbock, Tex.

Gloria J. Watkins, clerk-typist, Memphis, Tenn.

Patricia Younkers, statistical clerk, Memphis, Tenn.

Helen M. King, clerk-typist, Office of the Director, Washington, D.C.

Fruit & Vegetable Division

Lucien Thauraud, clerk-typist, Seattle, Wash.

Ramona May, clerk-typist, Minneapolis, Minn.

Ardell Leak, clerk-typist, Minneapolis, Minn.

Mel R. Rose, clerk-typist, New Orleans, La.

Cora L. Shaw, clerk-typist, Regulatory Branch, Washington, D.C.

Packers & Stockyards

Kanwal Kapoor, auditor, Sterling, Va.

Ted Sakis, auditor, Atlanta, Ga.

Christopher Gray, marketing specialist, Portland, Ore.

Russell Furner, marketing specialist, Kansas City, Mo.

James O'Donnell, auditor, North Brunswick, N.J.

TRANSITION

Fruit & Vegetable Division

Olga Rudometkin, clerk-typist, to Department of Justice, from Los Angeles, Calif., market news office.

Livestock, Poultry, Grain & Seed Division

David Collins, market news reporter, to Farmers Home Administration, from Denver, Colo., market news office.

Packers & Stockyards

Edward Turkot, auditor, to Department of Defense, from North Brunswick, N.J.

Darlene Buntrock, clerk, to Federal Aviation Administration, from Sterling, Va.

Fred Midness, auditor, to Forest Service, from Denver, Colo.

PROMOTION

Cotton Division

John E. Williams, marketing specialist, leader, Cottonseed & Fiber Evaluation Group, Grading Section, Memphis, Tenn.

Teena LaMartiniere, secretary steno, Office of the Director, Washington, D.C.

Virginia M. Roman, secretary typing, Office of the Director, Washington, D.C.

Fruit & Vegetable Division

Michael D. Price, assistant chief, Regulatory Branch, Washington, D.C.

Angela D. Maldonado, marketing specialist, Regulatory Branch, Washington, D.C.

Livestock, Poultry, Grain & Seed Division

Elaine Lyle, secretary steno, Livestock Market News Branch, Washington, D.C.

Packers & Stockyards

Karen Foster, secretary, Industry Analysis Staff, Washington, D.C.

Kenneth Palmer, marketing specialist, Sterling, Va.

RETIREMENT

Cotton Division

Billie B. Baxter, secretary steno, Office of the Director, Washington, D.C.

Irma J. Hopson, clerk steno, Lubbock, Tex.

Louise B. Nimro, secretary steno, Office of the Director, Washington, D.C.

Robert F. Mahone, offset-press operator, El Paso, Tex.

Fruit & Vegetable Division

Paul D. Koenigsberg, Regulatory Branch, Washington, D.C.

RESIGNATION

Cotton Division

Frank B. Swimley, agricultural commodity grader, Bakersfield, Calif.

Paula S. Strand, clerk-typist, Administrative Group, Washington, D.C.

Susan E. Leszczyna, clerk steno, Little Rock, Ark.

Fruit & Vegetable Division

Karen M. Hummer, clerk-typist, Market News Branch, Washington, D.C.

Packers & Stockyards

Charles Zeigler, marketing specialist, Kansas City, Mo.

AWARDS

Cotton Division

Length of Service Awards

40 years

John B. Gilbert, Lubbock, Tex.

35 years

Howard C. Etheridge, Memphis, Tenn.

Gordon H. Schofield, Montgomery, Ala.

30 years

Roenelda F. Worrell, Clemson, S.C.

Ruth P. Dalton, Winnsboro, La.

Avanelle J. Middleton, Memphis, Tenn.

Richmond O. Slay, Greenwood, Miss.

Harvin R. Smith, Washington, D.C.

Warren J. Taylor, Galveston, Tex.

25 years

Lenard O. Bass, Memphis, Tenn.

Alvin N. Deck, Washington, D.C.

Paul R. Dickson, Lubbock, Tex.

Jesse F. Moore, Washington, D.C.

Antonio R. Orta, Corpus Christi, Tex.

Thelma H. Ramsey, Corpus Christi, Tex.

Wilburn L. Reeves, Harlingen, Tex.

Martin M. Romine, Memphis, Tenn.

Earl R. Shelton, Memphis, Tenn.

William M. Taylor, Bakersfield, Calif.

20 years

Kenneth Allen, El Centro, Calif.

Hollis H. Bowling, Memphis, Tenn.

Joseph N. Brevard, Bakersfield, Calif.

Bonnie W. Case, Memphis, Tenn.

Ronald K. Cole, Memphis, Tenn.

Tommy R. Collins, Memphis, Tenn.

Anne B. DuPlantis, Birmingham, Ala.

Vivian M. Howard, Altus, Okla.

Charles V. Lofton, Clemson, S.C.

Carl J. Lorenzen, Memphis, Tenn.

Max B. Medcalf, Bakersfield, Calif.

William A. Ney, Memphis, Tenn.

Alma S. Pairmore, Memphis, Tenn.

Evelyn B. Paxton, Memphis, Tenn.

Franklin H. Pennel, Altus, Okla.

James D. Reaves, Memphis, Tenn.

Herbert C. Rowe, Fresno, Calif.

Wilbur L. Russell, Memphis, Tenn.

Mark D. Siggers, Memphis, Tenn.

Dorothy D. Stewart, Memphis, Tenn.

George L. Sullivan, Memphis, Tenn.

Patricia Turner, Memphis, Tenn.

Nathan H. Wynne, Memphis, Tenn.

Dennis F. McNabb, Memphis, Tenn.

10 years

Willis W. Bright, Memphis, Tenn.

Cherry H. Butts, Macon, Ga.

Courtney M. Churchwell, Phoenix, Ariz.

Jeannette J. Coleman,

Washington, D.C.

John S. Covington, Memphis, Tenn.

Dewitt Ray, Harlingen, Tex.

Frances F. Evans, Washington, D.C.

Henry K. Fisher, Hayti, Mo.

Millard D. Ingram, Raleigh, N.C.

Dorothy B. McClellan, Greenwood, Miss.

Shirley J. Mohrman, El Paso, Tex.

Bertha B. Truett, Greenwood, Miss.

James L. Vernon, Abilene, Tex.

Packers & Stockyards

Harold Davis, regional supervisor, Lawndale, Calif., received a quality salary increase for "sustained superior competence, diligence and dependability . . ."

New retiree benefits

Retirees who have health insurance coverage under the Retired Federal Employees Health Benefits Program will see a 1,600 percent increase in rates after January 1. The excess reserves the program has had are depleted and individual coverage will rise from 50 cents to \$1.00 per month, and family coverage will rise from \$1.00 to \$16.00 per month.

According to the Civil Service Commission, premiums will be even higher than many Federal Employees Health Benefits Program (FEHB) premiums, although the retiree program benefits are not as good.

Because many retirees cannot afford such an increase, CSC has changed its regulations to enable eligible annuitants to change from the retiree program to the FEHB program.

Enrollment changes can be made any time and will be effective January 1, 1979, or the first day of the next month following receipt of the request.

Another break for retirees is a bill signed by President Carter reducing from 12 to five years the service needed for federal employees to carry their health and life insurance benefits into retirement. To continue coverage, however, employees must retire on an immediate annuity, and must have had coverage under the programs for the last five years in which they were eligible. □

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Agricultural Marketing Service • U.S. Department of Agriculture • Feb. 1979

Schrader to head OT



Secretary Bob Bergland has named Ronald F. Schrader acting director for the new Office of Transportation.

Schrader, 39, served as special assistant to the secretary on transportation matters from April to December, 1978, when he was appointed to his new post.

The new agency Schrader heads is a consolidation of transportation

activities from six USDA agencies to provide more efficient management of transportation activities and better service to the public.

From 1970 to 1976 he served as administrative assistant to then-Rep. Bob Bergland in the U.S. House of Representatives. From 1976 until April 1978 he served as executive director of the National Committee for Locks and Dam 26, a coalition of farm and labor groups supporting rebuilding of Locks and Dam 26 at Alton, Ill.

The Minnesota native taught social and political science at Wadena High School, Wadena, Minn., where he also coached baseball, football, and basketball.

He received a B.S. degree in education from Bemidji State University, Bemidji, Minn., followed by graduate study at Oregon College of Education, Monmouth, Ore.; Claremont Graduate School, Claremont, Calif.; and Colorado College, Colorado Springs, Colo. □



Women cotton classers make the grade

by Paul Dickson
Cotton Division, Lubbock, Tex.

"42-32 Bark," she said in a confident voice. Her command drew immediate response from a recorder, who immediately stamped the information on the class card. She is one of the 104 seasonal cotton classers employed by the Cotton Division. The "42-32 Bark" was the

official USDA grade on the bale of cotton she had just classed.

Only a few short years ago, cotton classing was a "man's world." Today, 45 percent of the 227 seasonal cotton classers employed by the division are women.

Since 1937, when the Smith-Doxey Act was passed to provide free classification and market news information to cotton producers, most seasonal cotton classers were

recruited from the ranks of experienced classers who had developed their skills in the cotton industry. This is no longer possible, so the division now trains its seasonal classers.

Student classers undergo a stringent six-month course and take the USDA cotton classing examination at the end of the training. If they pass, they are employed as seasonal

(Con't on page 2.)

women in cotton, cont'd . . .

classers the first season under close supervision. After the probationary first year, they work as journeymen classers. Most trainees in recent years have been women of all races throughout the Cotton Belt.

To be accepted in the classer training program, applicants must have three years of cotton-related experience. Most have been employed in division offices as commodity aides—classer recorders or micronaire operators. Until 1974 the six-month cotton classing schools were held at the division's grading section in Memphis, Tenn. Since then, many local marketing services offices have conducted their own schools.

Seasonal cotton classers who are willing to travel from one production area to another as they are needed are given the longest appointments. Women classers have been just as willing to travel as men and often spend much of their appointments away from home.

Cotton classers play a vital role in helping farmers receive a fair price for their cotton. Classing gives a description of the quality and helps farmers decide how to best market their cotton.

The American cotton industry has come a long way since colonial times. Women have come a long way, too, and in the Cotton Division's classing program, the trend becomes more obvious every year. □



This cotton classer is determining the average length of a typical portion of cotton—or stapling the cotton.

In the cotton grading lab of Cotton Division's marketing services office, the classers' findings are taken down by recorders.



Personnel Actions

WELCOME

Dairy Division

Eugene R. Anderson, auditor, Minneapolis, Minn.

Richard Bylsma, auditor trainee, Waunakee, Wis.

Cynthia A. Carles, data transcriber, Columbus, Ohio.

Thomas A. MacNish, milk sampler-tester, Morrisville, Vt.

Marilyn S. Moore, clerk, Tigard, Ore.

Joyce L. Pendleton, clerk/stenographer, Overland Park, Kan.

Eugene A. Reichert, auditor, Salt Lake City, Utah.

Jack I. Rich, auditor trainee, Tigard, Ore.

Cecil L. Thompson, auditor trainee, Tigard, Ore.

George Koerner, market news reporter, Madison, Wis.

Livestock, Poultry, Grain and Seed Division

Nancy Cecil, clerk/stenographer, Plant Variety Protection Office, Beltsville, Md.

Dorothy Heidrich, clerk-typist, Livestock Market News Branch, Bell, Calif.

Daryl Vanderflught, supervisory livestock market news reporter, Des Moines, Iowa.

Edwin Hulin, livestock market news reporter, South St. Paul, Minn.

Tobacco Division

J.T. (Tommy) Bunn, assistant to the director, Washington, D.C.

Packers & Stockyards

Patricia Hopp, co-operative education student, Sterling, Va.

TRANSITION

Cotton Division

Patricia K. Younkers, stat. clerk-typing, to Department of Justice, from Memphis, Tenn., market news section.

Tobacco Division

Teena H. LaMartinire, to Cotton Division, Washington, D.C.

Packers & Stockyards

John Ford, marketing specialist, to assistant to the deputy administrator, from Industry Analysis Staff, Washington, D.C.

Brenda Stevenson, secretary, to Office of the Deputy Administrator, from Livestock Marketing Division, Washington, D.C.

PROMOTION

Dairy Division

Myron R. McKinley, market administrator, Eastern Ohio-Western Pennsylvania order.

Livestock, Poultry, Grain & Seed Division

John Van Dyke, supervisory livestock market news reporter, Washington, D.C.

Elizabeth Wiseman, botanist, Seed Standardization Branch, Beltsville, Md.

Tobacco Division

Mark E. Beasley, Lexington, Ky.
Michael S. Bird, Lexington, Ky.
Robert R. Brown, Lexington, Ky.
Stephen G. Chester, Lexington, Ky.
Howard A. Day, Lexington, Ky.
Stephen A. Dennison, Lexington, Ky.
Fred D. Edwards, Lexington, Ky.

John W. Foster, Lexington, Ky.
William F. Hatler, Lexington, Ky.
William A. Kinslow, Lexington, Ky.
William E. Lay, Lexington, Ky.
William E. Lynch, Jr., Lexington, Ky.

Leroy Malone, Lexington, Ky.
Ronald E. Marrs, Lexington, Ky.
Douglas A. Owen, Lexington, Ky.
Ronald B. Pennycuff, Lexington, Ky.

Robert L. Reed, Lexington, Ky.
Dewey W. Shepherd, Lexington, Ky.

Everett L. South, Lexington, Ky.
Johnnie D. Sugg, Lexington, Ky.
Billy S. Turner, Lexington, Ky.
Kellar H. Works, Lexington, Ky.

Packers & Stockyards

Tom Garrison, auditor, Denver, Colo.

Robert Larsen, auditor, Livestock Marketing Division, Washington, D.C.

Jack Bellew, auditor, Livestock Marketing Division, Washington, D.C.

Bruce Dawkins, auditor, Sterling, Va.

Kenneth Gordon, auditor, Memphis, Tenn.

Bruce Boor, marketing specialist, Sterling, Va.

David Conrad, auditor, North Brunswick, N.J.

RETIREMENT

Cotton Division

James H. Melancon, assistant to the director, Washington, D.C.

Dairy Division

Sylvester V. Bonadonna, auditor, New York, N.Y., retired with 25 years of service.

Matthew E. Carmean, auditor, Grand Rapids, Mich., retired with more than 23 years of federal service.

James W. Carson, chemist, Albuquerque, N. Mex., retired with 23 years of service.

Paul W. Kaschyk, milk sampler-tester, Cleveland, Ohio, retired with 32 years of service.

Michael A. Krush, milk sampler-tester, Glen Ellyn, Ill., retired with 33 years of service.

Russell E. McNary, clerk, Cleveland, Ohio, retired with 23 years of federal service.

William C. Waters, milk sampler-tester, Cleveland, Ohio, retired with more than 33 years of federal service.

Max Watts, assistant to the market administrator, Shreveport, La., retired with 26 years of federal service.

Frederick O. Williams, auditor, Little Rock, Ark., retired with 23 years of federal service.

Lon R. Williams, auditor, Des Moines, Iowa, retired with 13 years of federal service.

Cleo C. Taylor, market administrator, Eastern Ohio-Western Pennsylvania order, retired with 35 years of federal service.

Livestock, Poultry, Grain and Seed Division

Bruce Harding, supervisory livestock market news reporter, Washington, D.C.

Harper Clemons, supervisory poultry market news reporter, Los Angeles, Calif.

Tobacco Division

Charlie S. Smith, Raleigh, N.C.
Lawrence T. Harris, Raleigh, N.C.
Jack D. Lunsford, Raleigh, N.C.
Sandra O. Wilson, Washington, D.C.

Charles M. Law, Washington, D.C.

Packers & Stockyards

Robert Harris, auditor, Kansas City, Mo.

James Eastham, scales & weighing specialist, Kansas City, Mo.

RESIGNATION

Livestock, Poultry, Grain and Seed Division

Penny Payner, clerk-typist, Livestock Market News Branch, Amarillo, Tex.

Packers & Stockyards

Regina Elsbergs, clerk, Indianapolis, Ind.

Mattie Couples, administrative officer, Washington, D.C.

AWARDS

Packers & Stockyards

Special Achievement Awards

William E. Gentry, marketing specialist, Springfield, Ill., for "continuing excellence in the performance of marketing specialist duties."

Marion Cortez, auditor, Packer & Poultry Division, Washington, D.C., for "superior proficiency and performance in producing an accurate data base for analysis in a major meat pricing investigation."

Quality Salary Increases

E. Douglas Pichard, Jr., livestock scales & weighing specialist, Atlanta, Ga., for "continuing excellence in the

performance of scales and weighing duties."

Corleen A. Quaintance, clerk, Denver, Colo., for "contributing performance and dedication in her work by carrying out her clerk-steno duties effectively."

Sharon L. Peterson, clerk, Denver, Colo., for "continuing outstanding performance in carrying out the general documents examiner duties."

Stephen M. Ginie, auditor, Springfield, Ill., for "continuing excellence in the performance and auditing duties."

Madeline C. Aeschlimann, secretary to the deputy administrator, Washington, D.C., for "sustained and above average performance of her duties which has contributed to the completion of a major study and investigation by this agency."

Sharon Vassiliades, secretary to the assistant deputy administrator, Washington, D.C., for "sustained and above average performance of her duties which has contributed to the completion of a major investigation by this agency."

Looking back at AMS



Before the creation of AMS and the advances in milk marketing, no well-dressed milkman was seen delivering milk without his bowler. R.F. Clark proudly poses in front of his milk wagon in New York City in 1900.

AMS in Action

An Administrative Letter for Employees

Agricultural Marketing Service • U.S. Department of Agriculture • April 1979

LPG&S' Pierce retires



—by Sally Klusaritz

He describes himself as "just a dirt farmer" now. But for more than 10 years John C. Pierce headed a division that was one of the most visible in the department and AMS, and to every meat-eating American.

The old Livestock Division of AMS included meat grading, market news, development of grade standards for livestock, meat, wool and mohair, purchases of meat and meat products for school lunches, and the monitoring of research and promotion programs. At one time, Pierce supervised 800 employees.

For the past year, Pierce has directed the new Livestock, Poultry, Grain and Seed Division. This complex group includes both service

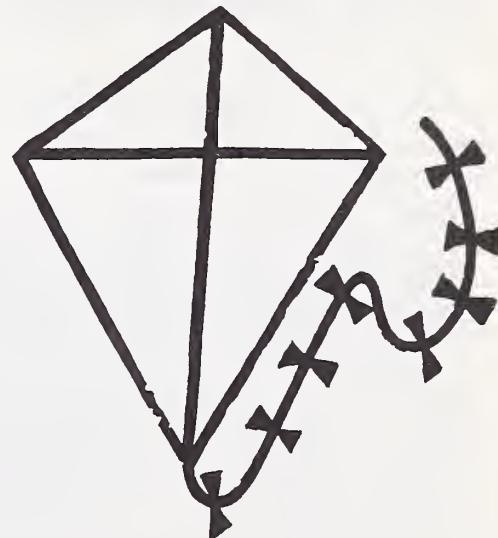
and regulatory programs carried out by eight branches and 270 employees.

His drawl is soft and unassuming, and probably hasn't changed a bit, even though it's been 30 years since he left his native North Carolina. He holds B.S. and M.S. degrees in animal husbandry from North Carolina State University.

After a 4-year army tour during World War II, he returned to North Carolina State as an assistant professor of animal husbandry. In 1947 the university placed him in charge of beef cattle and sheep research and teaching.

In 1948 he joined the department as a senior livestock marketing specialist. Later he became chief of

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Helmuth leaves AMS

by Susanne Bostick

John Helmuth, staff economist with AMS since last June, left March 23 to become the first staff economist for the House of Representatives Small Business Committee.

Helmuth said he would initially work on meat pricing issues, and also in the futures market and grain export reporting.

"I look forward to going to work on the Hill, but I leave here with mixed emotions," he said. "This has been a tremendous place to work."

While at AMS, Helmuth worked

with electronic marketing, research and promotion, and marketing legislation.

He came to AMS from the Commodity Futures Trading Commission, where he spent two years as a staff economist. He also has worked as a staff economist for the department's Economic Research Service—now Economics, Statistics and Cooperatives Service—and as a private commodity futures broker in California.

Helmuth, a Missouri native, holds a B.A. in mathematics and M.S. and Ph.D. degrees in agricultural economics. □

Seven steps to success

Want to improve your job status? Save valuable time? Or, better yet, come up with an idea that can earn you money?

The following steps may help.

- **Listen with both ears.** Speech experts estimate that the average person hears only half of what's said. By getting the facts the first time around, you can avoid costly mistakes and wasted time.
- **Become an idea person.** Be observant. Be skeptical that the "tried and true" way is always the best. Train yourself to pinpoint waste, inefficiency, and needless complications in your daily work. Form the brainstorming habit—write down as many solutions as you can think of, drawing on everything you know from experience and observation.
- **Recognize your failings.** It's fine to have faith in your abilities, but it may be equally profitable to understand what traits block your path to success. What does your boss most often criticize about your work? Would certain tasks be easier if you were better organized or more highly trained?
- **Know your supervisor's job** so that one day you'll be a logical

candidate for the position. Understand other employees' duties and how their efforts are coordinated. You will understand their problems and pressures, and learn how to be most useful.

- **Make the clock work for you.** Plan your time as much as possible by using calendar pads, memory-jogging notes, and methodical files. Get into the habit of estimating how long each task should take you. Then try to save time.
- **Learn!** Read as widely as possible: trade publications, professional and technical books in your field, and general-interest magazines. The money-making knack of idea-creation depends to a great extent on how much knowledge you can draw upon. Also, acquire skills that will make you more promotable.
- **Know what actions to avoid.** You could earn a promotion as much for what you don't do as for your more positive accomplishments. Bombarding your boss with questions is not a sign of alertness. Ask only the questions that are strictly necessary to get the job done and then do it to the best of your ability.

Hot line invites tips on fraud

Employees wanting to blow the whistle on fraud, abuse and waste in the department may now call the Office of the Inspector General on a nationwide toll-free hot line.

Under the new program, according to Inspector General Thomas McBride, employees may pass on information about illegal or wasteful practices and remain anonymous. The hot line outside the Washington area is 800-424-4488. Washington area employees can dial 546-1441. □

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Great outcome.**

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Pitch in and pitch out

To celebrate the rites of spring, all AMS offices in the Washington, D.C., complex will conduct a spring cleaning campaign to ease the space crunch.

"Operation Cleansweep" will run May 7 through May 11 on a division-by-division basis. Ask your administrative officer for your division's schedule. The campaign will be a do-it-yourself operation,

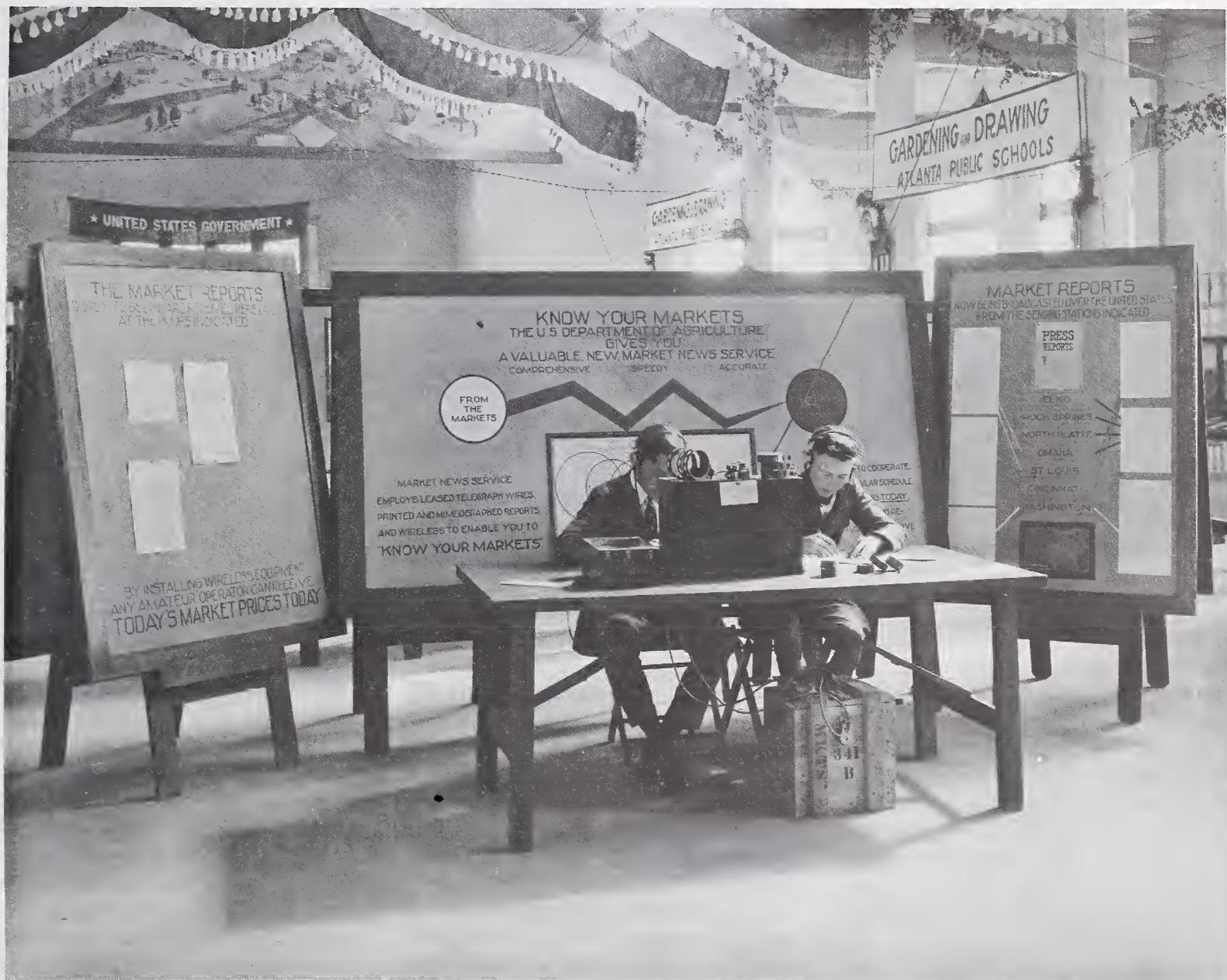
carried out by division personnel under the supervision of administrative officers and supervisory personnel.

Ronald Colbert (x77966), paperwork management liaison, and Tom Newbraugh (x72198), property and procurement liaison, will provide advice and technical assistance.

All employees are asked to eliminate obsolete records or, if they

are to be kept, to send them to storage. If any records are historical, send them to the Federal Records Center. All unused or duplicate manuals or directories should be returned, along with obsolete or excessive forms and stationery. Any surplus or unused office furniture and equipment should be reported. All personal items should be cleaned out. □

Looking back at AMS



This 1921 USDA exhibit advertises a new government service--market news. The exhibit showed how leased telegraph wires, printed and mimeographed reports, and wireless helped you "know your markets."

Pierce recalls his 10-year tenure as director

(Cont'd from p. 1)

the standardization branch and deputy director, before becoming director of the Livestock Division in 1966. Also that year he received the department's superior service award for his role in developing a yield grading system for beef. This, Pierce considers one of his most significant accomplishments.

"I suppose one would like to point to some single accomplishment . . ."

"I suppose one would like to point to some single accomplishment that improved marketing significantly and that he was single-handedly responsible for developing," he said shyly. "That's kind of unique, and probably not very many managers have that opportunity, and I wouldn't say that I did either. Many made significant contributions to the development of yield grading."

But the idea was Pierce's, and he wrote the original project and supervised the research and collection of data.

"That (training) program has produced a core of highly qualified people."

"It took a long time to get it established," Pierce said. "But I think it is firmly established now as an important tool to identify value not only in beef carcasses, but slaughter cattle. I did take pride in seeing that become an important marketing tool."

But the accomplishment that Pierce is most proud of is the training program in the Livestock Division that provided the nucleus of the division's staff.

Photos by Wayne Baggett



"That program," Pierce said proudly, "has produced a core of highly qualified people. It has produced outstanding leaders, not only for AMS, but for the Food Safety and Quality Service, Foreign Agricultural Service, Science and Education Administration, and Federal Grain Inspection Service. Many people had a chance to see our training program and described it as one of the best in government."

They have been trying to create a similar program in the new division to replace it, he said, but the diversity of the programs and civil service restrictions have hindered progress.

His pride in that training program is a good illustration that Pierce considers himself a manager first and foremost.

"It has always been my objective to have the best managed division in AMS," he said. "You can only do this through your selection of program leaders. We've put together a group in the Livestock, Poultry, Grain and Seed Division that is extremely capable, dedicated, and

cooperative. It has been a real refreshing experience to work with them."

"It has always been my objective to have the best managed division in AMS."

But his experiences in putting together a cohesive unit from such diverse programs have convinced him that the old way is still the best.

"While this experience has been satisfying and one that's been good for me, it's also made me more convinced that the commodity approach is the correct one to take in a marketing service and regulatory agency like AMS," he said. "I would hope that the marketing service programs that are now scattered around the department would eventually be united."

For the time being, he said, the only managing he'll do is on his family's farm in Warrenton, Va.

News roundup

A new member of the AMS family

AMS has a new division—the Market Research and Development Division. Formerly part of the Science and Education Administration, the division was established March 11. Dr. Harold S. Ricker will serve as acting director of the division, which remains at Beltsville, Md. Units transferred to AMS include the Office of Chairman, Agricultural Marketing Research Institute; the Food Distribution Laboratory, responsible for studies of facilities and methods used to distribute food and other farm products; the Marketing Operations Laboratory, responsible for studies to improve handling of all agricultural products as they move from farm to consumer; and the Animal Products Marketing Laboratory, responsible for applying scientific knowledge to solve marketing problems for dairy, poultry and meat products.

New faces

AMS has three other new faces for division directors along with Ricker. Charles R. Brader has been selected as the new director of Fruit & Vegetable Division. Thomas H. Porter is acting director of Livestock, Poultry, Grain & Seed Division, and James E. Springfield is acting director of the Warehouse Division.

PACA seminars

The Regulatory Branch of the Fruit and Vegetable Division has been conducting seminars around the country to help the produce industry learn about rights and responsibilities under the Perishable Agricultural Commodities Act. So far the branch has conducted eight seminars in three different marketing areas.

New research and promotion programs

Livestock, Poultry, Grain & Seed Division recently began work to implement two research and promotion acts. In late January, hearings were announced to develop a proposed research and nutrition education program for wheat and wheat foods. In early March, a proposed order for a beef research and information program was received from an industry group, and others were invited to comment or send in proposals. These programs would be similar to already existing ones for potatoes, eggs and cotton.

Buying Alert

Food Marketing Alert has caught the eye of White House staffers who want to use it as the basis for the food section of a new White House consumer buying alert. Nancy Rubin of the Administrator's Office and Dale May of the Information Division are cooperating with the Office of Consumer Affairs and Council on Wage and Price Stability in providing information for the report. It's intended to help consumers make wise choices in the marketplace to save money and reduce inflation.

Day of the Child

May 16 has been designated "Day of the Child," in recognition of the International Year of the Child. AMS participated in a department-wide drawing contest for children of employees. Children were asked to depict what their parents do at USDA.

Women's week

The department will celebrate Women's Week beginning May 14. Guest speakers and workshops will be featured throughout the week, and there will be continuous exhibits in the Patio.

A change in plans

If you've ever wondered when "open season" will be—so you can change health plans or other benefits coverage—you needn't, anymore.

Starting this year, the Office of Personnel Management says, open season will always be held from "the first Monday after November 8 through the first Friday after December 5." During this time, employees may enroll in one of 86 health plans, change to another plan or option, change from self only to self and family, or make any combination of these changes.

Based on the new guidelines, open season this year (1979) will be held from November 12 through December 7.

AMS in Action

Sally Klusaritz, Editor

AMS in Action is published for the employees of AMS. Everyone is encouraged to contribute through their division's representative.

Editor's office is located in Rm. 3624-So.
Bldg., Washington, D.C. 20250. FTS 447-2399

Dealing with unproductive employees

Under the Civil Service Reform Act, management's hand will be strengthened in dealing with employees whose output is marginal or worse.

An agency will be able to demote or remove an employee for "unacceptable performance" (failure to meet established standards in one or more critical elements of the job). To do this, an agency must give the employee written notice at least 30 days before the proposed action, identifying what part of the job has been found unacceptable and the level of performance expected.

As an employee, you are entitled to be represented by an attorney or other representative; to provide an oral or written answer within a reasonable time; and be given a written decision (agreed to be a higher level supervisor than the one who proposed the action) which states the reason for the action. The agency's final decision will then be provided in writing within 30 days of the end of the "notice" period.

You can, of course, appeal the

action to the Merit Systems Protection Board, or, if in a bargaining unit, you may use the grievance arbitration procedures.

New standards of evidence for reduction in grade or removal have been developed under the Reform Act too. Instead of the previous standard of "preponderance of evidence" providing that the action was "for such cause as will improve the efficiency of the service," the agency must establish only that there was "substantial" evidence of poor performance in at least one critical element of the job. The standard for disciplining an employee in matters not related to performance (i.e. misconduct) has not been changed and will still require the agency to show that its action is supported by a "preponderance" of evidence. For both kinds of action, an agency's decision will be upheld when the agency has proven its case, unless the employee can show that the decision was based on harmful procedural errors, on any prohibited personnel practice, or was unlawful.

Agencies can make more personnel decisions

The Office of Personnel Management has given agencies the OK to take 26 kinds of actions formerly reserved for the Civil Service Commission.

OPM Director Alan K. Campbell said, "These are first, but vital steps to carrying out the mandate of the Civil Service Reform Act to let managers make the decisions they need to do their jobs better."

The OPM was created to take over the Civil Service Commission's personnel management functions when the Commission was reorganized out of existence.

For instance, agency managers may now extend an employee's

detail to another job for more than 120 days; pay for travel and transportation to a first duty post; and extend some temporary appointments.

OPM is consulting with agencies and unions on some 40 more of the authorities with the intention of giving additional blanket delegations where possible, or delegating by agreement with individual agencies.

While keeping reporting requirements to a minimum, OPM will provide guidance as necessary, set minimum standards, and monitor to ensure that all personnel actions follow merit principals.

Code of conduct

One of the most important parts of the new Civil Service Reform Act is the code of employee conduct and responsibilities.

Federal officials may not:

- Discriminate for or against any employee/applicant on the basis of race, color, religion, sex, age, national origin, marital status, political affiliation or handicapping condition.
- Ask for or consider recommendations about an employee/applicant unless the person giving it has personal knowledge of the employee/applicant's work performance, ability, aptitude, or general qualifications.
- Force any employee/applicant to engage in political activity, or "punish" the person for refusing to participate in political activity.
- Interfere with any person's right to compete for employment.
- Influence a person to withdraw from competition to improve or injure the opportunities of any other person.
- Grant any employee/applicant preference not authorized by law, rule or regulation (including defining the manner of competition or the requirements for any position) to improve or injure the opportunities of others.
- Give or encourage giving any relative an appointment, employment, promotion or advancement.
- Take, or fail to take, a personnel action to "punish" an employee/applicant for disclosing violations of laws, rules or regulations.
- Take, or fail to take, a personnel action because an employee/applicant used their appeal rights.
- Discriminate for or against an employee/applicant on the basis of conduct which does not affect the performance of his job or the performance of others.

Personnel Actions

WELCOME

Dairy Division

Henrietta Chafin, lab aide, Berkley, Mich.

Carol S. Florio, clerk-typist, Boston, Mass.

Martha E. Krohn, clerk, Maryland Heights, Mo.

Sylvia A. Phillips, lab aide, Overland, Kan.

Marie A. Mann, clerk, Boston, Mass.

Leroy H. Schultz, auditor, Tigard, Ore.

Dennis E. Silliman, milk sampler-tester, Dallas, Tex.

Kenneth A. Wilson, investigator, Dallas, Tex.

Fruit & Vegetable Division

Marilyn Anderson, clerk-typist, Minneapolis, Minn.

David Bokan, marketing specialist, New York, N.Y.

Livestock, Poultry, Grain & Seed Division

Ruth Clark, secretary-steno, Livestock Market News Branch, Washington, D.C.

Robert Petersen, marketing specialist, Marketing Programs Group, Washington, D.C.

Louis Dreyer, horticulturist, Seed Regulatory Branch, Washington, D.C.

Alan C. Burgoon, agronomist, Seed Regulatory Branch, Washington, D.C.

Joanne Shida, clerk-typist, Bell, Calif.

Sally Darrow, clerk-typist, Livestock Market News Branch, Kansas City, Mo.

Carolyn Mackey, clerk-typist, Livestock Market News Branch, Visalia, Calif.

Edwardene Keehart, clerk-typist, Grain Market News Branch, Independence, Mo.

Shirley Stang, clerk-typist, Livestock Market News Branch, Wichita, Kan.

Joan Gray, clerk-typist, Livestock Market News Branch, Moses Lake, Wash.

Shirley Anderson, clerk-typist, Livestock Market News Branch, Sioux Falls, S.D.

Packers & Stockyards

Carol Culwell, clerk, Ft. Worth, Tex.

Kurt Kohman, scales & weighing specialist, South St. Paul, Minn.

Financial Management Division

Alice Payne, clerk-typist, Fiscal Operations and Systems Branch, Washington, D.C.

PROMOTION

Cotton Division

Julius J. Boyd, supervisory marketing specialist, Marketing Services Branch, Washington, D.C.

Alice L. Cliburn, marketing specialist, Standards and Testing Branch, Washington, D.C.

Kenneth E. Johnson, assistant administrative officer, Office of the Director, Washington, D.C.

Helen M. King, clerk-typist, Office of the Director, Washington, D.C.

Fruit & Vegetable Division

Vikki L. Hand, secretary-steno, Fruit Branch, Washington, D.C.

Sheila D. Way, secretary-steno, Fruit Branch, Washington, D.C.

Marian D. Renn, marketing specialist, Fruit Branch, Washington, D.C.

Helen M. Root, marketing specialist, Specialty Crops Branch, Washington, D.C.

Christine E. Wilson, statistical assistant, Vegetable Branch, Washington, D.C.

Livestock, Poultry, Grain & Seed Division

Alan Van Kley, supervisory market reporter, Poultry Market News Branch, Los Angeles, Calif.

Kathy Schooley, clerk-typist, Livestock Market News Branch, Des Moines, Iowa.

Packers & Stockyards

Jerry Bankowski, marketing specialist, North Brunswick, N.J.

Linda Allen, clerk, Memphis, Tenn.

Harry Schaaf, marketing specialist, Ft. Worth, Tex.

Stanley Arnold, auditor, Ft. Worth, Tex.

Patricia Boyson, auditor, Indianapolis, Ind.

Earlene Joyce, auditor, Lawndale, Calif.

Millie Gutierrez, clerk, Ft. Worth, Tex.

Clifford Saville, marketing specialist, Memphis, Tenn.

RETIREMENT

Cotton Division

Juanita W. Arledge, supervisory physical science technician, Clemson, S.C.

Arthur E. Jackson, supervisory cotton technician, Clemson, S.C.

Lucius L. Wells, agricultural commodity grader, Grading Section, Memphis, Tenn.

Dairy Division

Evelyn M. Cottam, machine operator, Boston, Mass., retired with 19 years of service.

Eddie D. Omland, marketing specialist, Appleton, Wis., retired with over 40 years of service.

Allen E. Smith, auditor, Tigard, Ore., retired with over 12 years of service.

Erwin Werman, assistant market administrator, Berkley, Mich., retired with 39 years of service.

Fruit & Vegetable Division

L.B. Barbee, officer-in-charge, San Francisco, Calif., Market News Office, retired with 30 years of service.

Anna A. Lankford, assistant administrative officer, Washington, D.C., retired with more than 36 years of service.

Livestock, Poultry, Grain & Seed Division

Jean Haugard, clerk-typist, Livestock Market News Branch, Sioux Falls, S.D.

John Pierce, director, Washington, D.C.

Packers & Stockyards

Beverly Ryan, supervisory documents examiner, Livestock Marketing Division, Washington, D.C.

Lillian Winningham, clerk, Atlanta, Ga.

Tobacco Division

Floyd B. Tharrington, set supervisor, Raleigh, N.C.

James H. Crabtree, agricultural commodity grader, Raleigh, N.C.

Garland W. Farmer, circuit supervisor, Raleigh, N.C.

Lacy C. Castleberry, set supervisor, Raleigh, N.C.

John A. Mumford, agricultural commodity grader, Raleigh, N.C.

TRANSITION

Fruit & Vegetable Division

Roland G. Harris, marketing specialist, to officer-in-charge, Los Angeles, Calif., from Fruit Branch, Washington, D.C.

Leonard Timm, market reporter to San Francisco, Calif., from Chicago, Ill.

Richard DeMenna, market reporter to North Palm Beach, Fla., from Los Angeles, Calif.

Steven Dailey, market reporter to Chicago, Ill., from Defense Support Office.

Idelle O'Brien, clerk-typist, to Food Safety and Quality Service, from Minneapolis, Minn., Market News Office.

Livestock, Poultry, Grain & Seed Division

Elaine Lyle, secretary-steno, Livestock Market News Branch, Washington, D.C.

Ladeena Winn, clerk-typist, Livestock Market News Branch, Kansas City, Mo.

Packers & Stockyards

Rita Coffey, clerk, to HEW, Chicago, Ill., from Springfield, Ill., field office.

Wilma Lenzen, to marketing specialist, Lawndale, Calif., from clerk, Omaha, Neb.

Ronny Parkerson, auditor, to Sterling, Va., from Omaha, Neb.

Tobacco Division

Barbara V. Carter, to Economics, Statistics and Cooperatives Service, from Administrative Group, Washington, D.C.

Financial Management Division

Emma Gall, to Science and Education Administration, Washington, D.C., from Fiscal Operations.

RESIGNATION

Cotton Division

Ronald M. Greene, agricultural commodity grader, Phoenix, Ariz.

Fruit & Vegetable Division

Dorothy J. Silverman, secretary, Fruit Branch, Washington, D.C.

Ramona G. McCarthan, secretary-steno, Fruit Branch, Washington, D.C.

Livestock, Poultry, Grain & Seed Division

Beverly Brady, clerk-typist, Livestock Market News Branch, Wichita, Kan.

Lula Edwards, clerk-typist, Grain Market News Branch, Chicago, Ill.

William Hitz, bio lab technician, Seed Regulatory Branch, Minneapolis, Minn.

Packers & Stockyards

Wendy Clark, clerk, Kansas City, Mo.

Kathy Framheim, clerk, North Brunswick, N.J.

AWARDS

Livestock, Poultry, Grain & Seed Division

Gary Mills, livestock market news reporter, Dodge City, Kan., received a certificate of merit for exceptional contributions in developing, expanding, and directing the market news service in Dodge City.

Sheldon "Bud" Reese, officer-in-charge of the Sioux City, S.D., livestock market news office received a certificate of merit and cash award for continuing exceptional contributions in developing, expanding and maintaining a market news dissemination and public awareness program in Sioux City.

A Public Service of this newspaper & The Advertising Council

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the first day
of the rest
of your life.**

**Give
blood,
so it can
be the
first day
of somebody
else's, too.**

**Red Cross
is counting
on you.**

AMS in Action

An Administrative Letter for Employees

Agricultural Marketing Service • U.S. Department of Agriculture • Sept., 1979

Looking at AMS award winners



William D. Hughes, Ace W. Gloe and Jerry E. McCarty pose for the traditional awards picture.

Four AMS employees received superior service awards from Secretary Bob Bergland at the department's annual honor awards ceremony in May.

Ace W. Gloe, William D. Hughes, Dr. William T. Manley and Jerry E. McCarty were among 11 employees and

cont'd p. 3

cont'd p. 5

Conservation is top agency task

How quickly we forget. Just a few weeks ago people across the country were sitting hours in gas lines, inhaling exhaust fumes and catching up on their reading. Today with gas supplies closer to normal, gas lines are gone and people are deserting mass transportation and heading back to their cars.

"One serious problem we face in our conservation battle is the need to give meaning to personal conservation efforts," said Administrator Barbara Schlei. "We must make people understand that our natural resources are finite. It's up to us as public servants to set examples for the rest of the country.

"The president has ordered executive departments and agencies to reduce energy consumption by 5 percent," Schlei said. "To do this, during winter our thermostats will be set at 65 degrees, while during summer they will be set at

How do you draw a bureaucrat?



Lois Shea and son Scott celebrate Scott's first prize in the department's International Year of the Child drawing contest with Administrator Schlei and daughter Blake. Blake won second prize in her age group.

Picture this: two preschool kids trying to draw what they think their parent does at work at USDA.

Imagine the frustrated mutterings of USDA employees as they tried to explain to their children what an economist, information specialist, or marketing specialist really does.

And imagine some of the drawings.

This was the challenge in the department's International Year of the Child art contest. Children of two AMS employees won awards.

K. Scott Shea, 10, son of

Lois Shea, Packer and Poultry Division, won first prize in the 9-12 group. Blake Schlei, 5, daughter of Administrator Barbara Schlei, won second prize in the preschool-5 group.

In the AMS contest, in the preschool-5 group, Blake Schlei was first, while Megan Baggett, 2, was second, Jeff Baggett, 4, was third, and Jennifer Schlub, 5, received honorable mention.

In the 9-12 group, Scott Shea was first, Todd Cecil, 12, and Martin Moore, 11, were second, and Graham Schlei, 11, was third.

In the 13-18 group, Brad Schlei, 13, was first.

Time's a-wasting

Not many people would throw away two hours' pay every day. Yet most people waste at least two hours at work every day, according to studies by private time management specialists.

Time-wasting is a widespread disease, but it's not incurable. Better planning and developing a few habits can help you make every minute count.

Instead of deciding what needs to be done and then trying to find time to do it, determine how much time is available and then set priorities. Since human nature encourages one to complete easy tasks first, a conscious effort should be made to tackle important jobs first.

Cultivating these habits also can help you achieve more in less time:

--List all tasks to be accomplished each morning, rank them in order of importance, and assign each an allotted time. If you fall behind, you'll have to speed up.

--Don't try to juggle three or four tasks at once. Pick the most important, stick with it until it's finished, and then go on.

--Don't grind yourself down by working long periods without a break. Stand up, move around or return phone calls every hour or so. You'll continue refreshed and get done faster.

cont'd p. 4

1/ departmental units who received the department's second highest award. Seven employees and two units received the distinguished service award--the department's highest honor.

Ace W. Gloe

Gloe, a fruit and vegetable market reporter in Yakima, Wash., was cited for outstanding performance and initiative in developing and expanding the fruit and vegetable market news program in the Northwest.

Gloe served in the Navy for two years before becoming a clerk and later co-owner of a fruit company in Lincoln, Neb. In 1965 he went to work for a produce firm in Dallas, Tex. He became a fruit and vegetable market reporter for AMS in 1966.

He was born in Raymond, Neb., and attended the University of Nebraska at Lincoln.

William D. Hughes

Hughes, grain market news reporter in Portland, Ore., was cited for exceptional service in developing, expanding and directing one of the largest and most varied reporting assignments in the nationwide grain market news program.

Hughes was born in Baker, Ore. He began his career with AMS as a grain market reporter in Portland in 1958 shortly after



Dr. William T. Manley accepts his award from Secretary Bergland.

receiving his B.S. degree from Oregon State University in Corvallis.

Dr. William T. Manley

Deputy Administrator

Manley received his award for aggressive and imaginative leadership in 18 years of service to the department. He was cited for skilled leadership in guiding AMS, the Federal Grain Inspection Service and the Food Safety and Quality Service through critical, formative or reorganizational periods in 1977.

Beginning in 1960, Manley worked as an agricultural economist for the marketing economics division of the Economic Research Service. He became deputy director of the division in 1966, and director in 1968. From

1973 to 1976, Manley was director of the national analysis division. He was appointed deputy administrator for marketing program operations of AMS in 1976.

He received his B.S. and M.S. degrees from the University of Kentucky at Lexington. In 1958, he received his Ph.D. from the University of Florida at Gainesville. He was born in Bath county, Ky.

Jerry E. McCarty

McCarty, supervisory livestock market reporter at Amarillo, Tex., received his award for exceptional service in developing, expanding and maintaining the Federal-State livestock market news program in the Texas-Oklahoma Panhandle

cont'd p. 5

80 degrees. We also must reduce overall mileage by 10 percent."

Reducing mileage

AMS has developed a motor vehicle management program. About 700 commercially-leased compact and subcompact cars will be substituted for privately-owned vehicles used for official travel.

* Eliminate the use of overhead lighting where possible and substitute task lighting. It's been estimated that, in the South Building, desk lamps could replace overhead lighting needs in at least 80 percent of the offices, except those where there is a high level of activity away from a desk. Reduced watts from the desk lamps would save 548 barrels of oil or \$13,708 per year.



* Eliminate office wall clocks. About half of all South Building offices have wall clocks, although most employees wear watches. Eliminating clocks would save 701 barrels of oil or \$17,520 per year.

"By converting to leased cars," Schlei said, "we hope to reduce total miles by 5 to 10 percent. According to major car leasing firms, people change their driving habits when driving a leased car. We expect potential savings of more than 500,000 miles per year, without sacrificing efficiency or disrupting our programs.

"By converting to compact or subcompact cars instead of privately-owned vehicles, we should save an average of 5 miles per gallon, or about 116,000 gallons of gas per year," she said.



This new program also will allow government leased cars to use government fuel supply depots. This should save money by eliminating dealer profits, she said.

"But we can do more in our conservation efforts," Schlei said. "Sometimes we overlook potential energy-savers just because they are so obvious."

Energy-saving hints

Schlei urges employees to heed these other tips for conservation:

* Turn off overhead office lighting on days when natural lighting is sufficient. For the South Building in Washington, D.C., alone, this would save 1,814 barrels of oil or \$45,350 per year.

P&S' Butler works to help the little guys

by Karen Warlick
Dallas Regional Information
Office

If a packer in north central Texas had failed to pay for more than \$144,000 worth of livestock, what would've happened?

A \$10,000 loss to a small Texas cattle ranch who makes a living from 175 head could have meant another farm up for sale; several small cattle auctions in Oklahoma and Texas may have closed their doors; and a large stockyard would be grumbling over a more than \$100,000 loss.

P&S enters the case

You will never read about this case in any court record, thanks to Bill Butler, marketing specialist with AMS's packers and stockyards program.

The same day M.L. Marshall, regional supervisor for the P&S program in Ft. Worth, heard drafts in the amount of \$118,897 had been returned unpaid to the Ft. Worth Stockyards, he sent Butler to investigate.

"We told him that the entire inventory and accounts receivable from meat and meat food products would be considered a trust and that P&S required equal payment to each unpaid cash seller," said Butler.

"I checked with the manager two to three times

daily to find the status of the inventory and receivables and how much had been paid to cash sellers. By Feb. 2, all cash sellers of livestock had been paid in full."

The Ft. Worth office

Butler joined the 10-member Ft. Worth P&S staff in August 1978. He brought with him 6-1/2 years of experience in federal meat inspection.

These 10 persons regularly review 249 auctions, 39 commission companies, 120 bonded packing houses, and 677 livestock dealers in Texas and Oklahoma.

They investigate, on the average, more than 400 complaints a year, but, as in this case, "we seek compliance, rather than formal action against most offenders," Butler explains.

"Our main responsibility is to protect producers of livestock," Butler said.

When cattle prices are high, meat packers will operate on a slim profit margin. Smaller packers, particularly, have a hard time staying in business.

It's a time when both buyers and sellers need to be aware. Livestockmen are advised to deal with bonded packers and dealers, only. If a buyer asks if a check has cleared the bank, you might need to recheck his line of credit with the bank," Butler suggests.

Awards cont'd from p. 3

during a period of rapid growth in livestock feeding and processing.

He served as officer in charge of the West Fargo, N.D., livestock market news office in 1962. He later moved to Clovis, N. Mex. He has been in the Amarillo office since 1970.

McCarty was born in San Antonio, Tex., and studied animal husbandry at Texas Tech in Lubbock.

**Red Cross
is counting
on you
-to help.**



Time cont'd from p. 2

--Set aside time when you wish to discourage interruptions. Close the door. The telephone is the most common interruption. Learn to keep calls short. If you're rushed, tell the caller you're busy and will call back later.

Finally, if a job is worth doing, take the time to do it right. Otherwise, you'll have to use more time to do it over.

Personnel Actions

WELCOME

Cotton Division

Deborah A. Ticer, statistical clerk typist, Market News Section, Memphis, Tenn.

Fruit & Vegetable Division

Sandra Matherly, truck reporter, Houston, Tex.

Richard Short, market reporter, Yakima, Wash.

Grace Valenzuela, clerk-typist, Denver, Colo.

Cathy Murphy, clerk-steno, Washington, D.C.

Kenneth Johnson, computer aid, Transportation Reports Section, Washington, D.C.

Gary D. Olson, market reporter, Yakima, Wash.

Donna M. Miller, clerk-steno, Regulatory Branch, Washington, D.C.

Georgia H. Miller, applications examiner, Regulatory Branch, Washington, D.C.

Jacqueline M. Holmes, clerk-typist, Regulatory Branch, Washington, D.C.

Livestock, Poultry, Grain & Seed Division

Brenda Russell, clerk-typist, Marketing Programs Group, Washington, D.C.

Emil Ewing, market reporter, Grain Market News Branch, Independence, Mo.

Polly Prichard, botanist, Seed Regulatory Branch, North Brunswick, N.J.

Marilyn Harris, clerk-typist, Livestock Market News Branch, Des Moines, Iowa.

Kathryn Wetterau, market news assistant, Livestock Market News Branch, Washington, D.C.

Martin Keller, market reporter, Livestock Market News Branch, Sioux City, Iowa.

Erik Dihle, horticulturist, Seed Regulatory Branch, Washington, D.C.

Roy Boyd, market reporter, Grain Market News Branch, Minneapolis, Minn.

Barbara Diver, marketing specialist, Seed Regulatory Branch, Minneapolis, Minn.

Charles Widlund, market reporter, Livestock Market News Branch, Oklahoma City, Okla.

John Deutsh, market reporter, Livestock Market News Branch, Sioux Falls, S.D.

Catherine Barrett, clerk typist, Livestock Market News Branch, Omaha, Neb.

William L. Mann, economist, Marketing Programs Group, Washington, D.C.

Jackie Colley, market reporter, Livestock Market News Branch, Washington, D.C.

Shirley Warner, clerk typist, Livestock Market News Branch, Washington, D.C.

Packers & Stockyards

Katherine Bragg, co-op education student, Sterling, Va.

Karon Ellis, clerk, Springfield, Ill.

Administrative Services Division

Debbie Holland, secretary, Communication & Operations Branch, Washington, D.C.

Sheila Murphy, secretary-steno, Communications & Operations Branch, Washington, D.C.

Arlene Rosenbach, Property & Procurement Branch, Washington, D.C.

Wanda Diggs, Property & Procurement Branch, Washington, D.C.

Karen Goldstein, Paperwork Planning & Systems Branch, Washington, D.C.

PROMOTION

Cotton Division

Doris Griffis, clerk/typing, Fiber and Spinning Lab, Clemson, S.C.

Fruit & Vegetable Division

Fredrick C.G. Scheer, economist, Vegetable Branch, Washington, D.C.

Michael A. Clancy, marketing specialist, Regulatory Branch, Washington, D.C.

Tobacco Division

Laura M. Hensley, secretary to the director, Washington, D.C.

Kathleen M. Finn,
marketing specialist,
Regulatory Branch,
Washington, D.C.

Linda L. Crawford, clerk-steno, Regulatory Branch, Washington, D.C.

Leslie L. Shafer, clerk-steno, Regulatory Branch, Washington, D.C.

Livestock, Poultry, Grain & Seed Division

Pamela Wampler,
secretary/typing, Office of
the Director, Washington,
D.C.

Michael Davy, seed
marketing specialist, Seed
Regulatory Branch,
Washington, D.C.

Alan VanKley, supervisory
market reporter, Poultry
Market News Branch, Los
Angeles, Calif.

W. David Spalding,
economist, Marketing
Programs Group, Washington,
D.C.

Tobacco Division

Ernest L. Price,
assistant regional
director, Raleigh, N.C.

Barbara A. Hutchison,
Office of the Director,
Washington, D.C.

Jerry L. Horner,
assistant chief, Marketing
Programs Branch, Raleigh,
N.C.

Packers & Stockyards

Kim Jorae, marketing
specialist, Indianapolis,
Ind.

Cheryl Newman, clerk,
Atlanta, Ga.

Deborah Strelko, clerk,
Omaha, Neb.
Larry Bradford, marketing
specialist, Memphis, Tenn.
Karen Mungar, clerk,
Lawndale, Calif.

Administrative Services Division

Roland Colbert, Paperwork
Planning & Systems Branch,
Washington, D.C.

Timothy W. Barrineau,
Raleigh, N.C.
Charles E. Overton,
Raleigh, N.C.
John R. Pernell, Raleigh,
N.C.
Alvin H. Ray, Raleigh,
N.C.
Bernard L. Jones,
Raleigh, N.C.
John H. Waggoner,
Lexington, Ky.
Earnest M. Watkins,
Raleigh, N.C.

RETIREMENT

Cotton Division

Roenelda F. Worrell,
physical science aid,
Clemson, S.C.

Luther Rone, supervisory
agricultural commodity
grader, Alexandria, La.

Dairy Division

Harry M. Batsell,
auditor, Little Rock, Ark.,
retired with over 29 years
of federal service.

William F. Harrell,
assistant to market
administrator, Little Rock,
Ark., retired with almost
30 years of service.

Loretta Hughes, auditor,
Glen Ellyn, Ill.

Doyle C. Magouirk,
auditor, Little Rock, Ark.,
retired with 31 years of
federal service.

John Moore, chemist,
Boston, Mass., retired with
21 years of federal
service.

Tobacco Division

William E. Parrott,
Lexington, Ky.

Administrative Services Division

Gordon A. Parsons, chief,
Communication & Operations
Branch, Washington, D.C.,
retired with 36 years of
service.

TRANSITION

Fruit & Vegetable Division

Peggy Crespin,
clerk-typist, to HEW, from
Denver, Colo.

Leonard Timm, market
reporter, to San Francisco,
Calif., from Chicago, Ill.

Richard DeMenna, market
reporter, to North Palm
Beach, Fla., from Los
Angeles, Calif.

Steven Dailey, market
reporter, to Chicago, Ill.,
market news office, from
Defense Support Office.

Mell Rose, clerk typist,
to Navy Department, New
Orleans, La.

Sandra Matherly, clerk
typist, to HUD, Houston,
Tex.

Livestock, Poultry, Grain & Seed Division

William Rosen, market reporter, Poultry Market News Branch, to Newark, N.J., from Chicago, Ill.

Tobacco Division

Glenn Tart, to supervisory agricultural commodity grader, Raleigh, N.C.

Maria A. Ortiz, to ASCS, San Juan, Puerto Rico.

Packers & Stockyards

Francis Sikon, auditor, to Office of Investigation from Lawndale, Calif.

Ronny Parkerson, auditor, to Department of Defense, from Sterling, Va.

Dean Alexander, marketing specialist, to Ft. Worth, Tex., from Denver, Colo.

Arthur Una, auditor, to Denver, Colo., from Portland, Ore.

Administrative Services Division

Ken Johnson, to Fruit & Vegetable Division, from mail unit, Washington, D.C.

John Dix, supply clerk, to Property & Procurement Branch, Washington, D.C.

Barbara Robinson, mail unit, to Department of Defense, Washington, D.C.

RESIGNATION

Cotton Division

Mildred L. Swanson, clerk typist, Alexandria, La.

Fruit & Vegetable Division

Murray Rapoport, market reporter, Philadelphia, Pa.

Sammie Whitman, market reporter, Riverhead, N.Y.

Marilyn Anderson, clerk typist, Minneapolis, Minn.

Livestock, Poultry, Grain & Seed Division

Claudia McElhaney, clerk-typist, Livestock Market News Branch, Visalia, Calif.

Susan Parson, clerk-typing supervisor, Livestock Market News Branch, Louisville, Ky.

Virginia Smith, clerk-typist, Livestock Market News Branch, West Friendship, Md.

Carol Sinagra, clerk typist, Livestock Market News Branch, Omaha, Neb.

Packers & Stockyards

Sharon Kluck, accountant, Omaha, Neb.

James O'Donnell, auditor, North Brunswick, N.J.

Administrative Services Division

Rosie Patterson, secretary, Office of the Director, Washington, D.C.

AWARDS

Dairy Division

Sharon Hall, secretary to the deputy director, Washington, D.C., received a certificate and letter of recognition from the administrator for "the excellent manner in which she carries out her duties."

Fruit & Vegetable Division

Vicki Hand, clerk steno, Fruit Branch, Washington, D.C., received a quality salary increase.

Virginia Wolverton, marketing specialist, Fruit Branch, Washington, D.C., received a 35-year length of service award.

Tobacco Division

Donald Hancock, agricultural commodity grader, Lexington, Ky., received an award for "exceptional performance of special assignments, versatility, dependability, and technical skill."

Barbara A. Hutchison, secretary, Washington, D.C., received an award for "excellence and proficiency in the performance of secretarial and clerical skills."

AMS in Action

An Administrative Letter for Employees

Agricultural Marketing Service • U.S. Department of Agriculture • Nov., 1979

Two directors cited for EEO progress



Leonard Ford, Administrator Barbara Schlei, Larry Thackston and Deputy Administrator Charles Jennings admire Ford's and Thackston's merit awards.

by Susanne Bostick
Information Division

In the last two years, AMS's Tobacco Division has made great strides in hiring women and minorities. Two division directors were recognized recently for their part in helping the agency achieve its employment opportunity goals.

Larry Thackston, Personnel Division director, and

Leonard Ford, director of Tobacco Division, both received certificates of merit "for leadership, innovative action and achievement" in furthering Tobacco Division's progress in hiring women and minorities as graders.

Gary Whitaker, deputy director of Personnel Division, said Thackston "saw the agency's need to hire qualified women and

Jennings leaves with high regards for employees

by Josephine Lewis
Information Division

Before departing as deputy administrator for AMS, Charles B. Jennings briefly summed up his immediate future, saying, "I will do some consulting work till the first of the year, and then I do expect to be part of the livestock industry again in some capacity..."

Being a part of the livestock industry again is a natural for the native Texan who grew up on a cattle ranch.

In fact, it was Jennings' expertise within the livestock industry that led to his being recruited to head the Packers and Stockyards Administration in 1977, before the reorganization that made it part of AMS.

It was a second-time-around association, since Jennings had been with P&S from 1946 to 1955 as a

cont'd p. 8

cont'd p. 2

**GIVE TO THE UNITED WAY.
IT'LL MAKE
YOU FEEL GOOD.**



**IT'LL MAKE
SOMEONE ELSE FEEL
GOOD.**



It's a good feeling to know you've helped someone in need, and that's what the United Way is all about.

The crippled child who needs months or maybe years of therapy.

The old man who's alone and sick and depressed.

The family that's been twisted and torn by alcoholism.

This year, give again to the United Way as generously as you can.

So that those who can't help themselves today will be able to help others tomorrow.

Jennings cont'd from p. 1



marketing specialist and a district supervisor.

He explained, "I knew most of the P&S people before I came here, and had high regard for their capabilities." That high regard was still apparent as he discussed the agency and its people.

Jennings noted that "P&S is regulating a rapidly changing industry...It is important to avoid getting locked into positions based on earlier concepts, but, rather, to anticipate which direction the industry is going and follow with appropriate regulation.

"P&S performs a useful, needed function, Jennings said. "It is involved in some of the most important work it has ever done -- implementing the secretary's response to the Meat Pricing Task Force recommendations. This responsibility will occupy a large share of P&S time till mid-1980..." and, he emphasized, "I can't think of this (responsibility) being in better hands to solve some of the industry-wide problems."

Charles B. Jennings, a graduate of Texas A&M, joined USDA's Packers and Stockyards Administration in 1946, following an Air Force tour of duty. As a marketing specialist he reviewed trade practices in the livestock marketing industry. He also served as a district supervisor.

In 1955 he became Vice President of the Denver Union Stockyard Co., Denver, Colo., and was president of the American Stockyard Association, headquartered in Washington, D.C., from 1961 to 1970.

The following seven years Jennings held the position of president of the Kansas City Stockyards Co, which operated one of the nation's major live-stock markets.

He was appointed administrator of the Packers and Stockyards Administration in July 1977 where he directed all USDA activities carried out under the Packers and Stockyards Act. The P&S Act regulates the business practices of those who buy and sell livestock, meat, and poultry.

Personnel Actions

WELCOME

Cotton Division

Mary Stroud, clerk typist, Memphis, Tenn.

Vivian C. Allen, clerk typist, Winnsboro, La.

Dairy Division

Robert P. Caplette, lab aide, Indianapolis, Ind.

Sherielyn M. Curry, auditor trainee, Glen Ellyn, Ill.

Robert D. Harmon, auditor, Maryland Heights, Mo.

Rosanne Murphy, Market News Office, Philadelphia, Pa.

Fruit & Vegetable Division

Jane Servais, market reporter trainee, Market News Branch, Philadelphia, Pa.

Rebeca L. Hintz, clerk typist, Market News Branch, Houston, Tex.

Joseph A. Wade, marketing specialist, Regulatory Branch, Washington, D.C.

Cecil Huey, marketing specialist, Regulatory Branch, Fort Worth, Tex.

Angela G. Berger, clerk steno, Regulatory Branch, Washington, D.C.

William D. Brantley, economist, Specialty Crops Branch, Washington, D.C.

Anne M. Dec, marketing specialist, Vegetable Branch, Washington, D.C.

Michael W. Hart, marketing specialist, Fruit Branch, Washington, D.C.

Ronda C. Goff, clerk typist, Regulatory Branch, Washington, D.C.

Dorothy L. Heaton, clerk typist, Regulatory Branch, Washington, D.C.

Cynthia L. Perkins, clerk steno, Regulatory Branch, Washington, D.C.

Lisa M. Purnell, clerk steno, Regulatory Branch, Washington, D.C.

Don G. Woodhull, clerk typist, Market News Branch, San Francisco, Calif.

Gertrude J. Dunaisky, clerk typist, Market News Branch, Minneapolis, Minn.

Maryann M. McGill, clerk typist, Market News Branch, Everett, Mass.

Ruth Puls, clerk typist, Jessup, Md.

Tamera G. Riggle, clerk steno, Regulatory Branch, Washington, D.C.

Rene Simpson, clerk steno, Regulatory Branch, Washington, D.C.

Peggy Cavanaugh, clerk typist, Fruit Branch, Washington, D.C.

Peter Stearns, marketing specialist, Fruit Branch, Washington, D.C.

Rita Arndt, secretary steno, Fruit Branch, Washington, D.C.

Lynn J. Garrett, economist, Specialty Crops Branch, Washington, D.C.

Colleen Wold, clerk typist, Market News Branch, San Francisco, Calif.

Carl Rogers, clerk typist, Market News Branch, San Francisco, Calif.

Loyd Coonrod, economist, Market News Branch, Washington, D.C.

Livestock, Poultry, Grain & Seed Division

Jack Ross, marketing specialist, Marketing Programs Group, Washington, D.C.

Bobby Bennett, market reporter, Grain Market News Branch, Denver, Colo.

Mary Kenney, economist, Marketing Programs Group, Washington, D.C.

Dale Miller, economist, Marketing Programs Group, Washington, D.C.

Cynthia Gaynor, secretary typing, Office of the Director, Washington, D.C.

Andrew Smookler, market news reporter, Grain Market News Branch, Chicago, Ill.

Jill Murphy, clerk steno, Grain Market News Branch, Chicago, Ill.

Robin Bauer, market news reporter, Livestock Market News Branch, Omaha, Neb.

Paula Beliczky, secretary steno, Grain Market News Branch, Washington, D.C.

Gary Brown, market reporter, Poultry Market News Branch, Kansas City, Mo.

Thomas Dilks, marketing specialist, Seed Regulatory Branch, Minneapolis, Minn.

Ellen Pietrovito, clerk typist, Marketing Programs Group, Washington, D.C.

Larry Prichard, market reporter, Poultry Market News Branch, Atlanta, Ga.

Ann Spolsky, clerk typist, Livestock Market News Branch, Bell, Calif.

Mark Linstedt, market reporter, Livestock Market News Branch, Dodge City, Kan.

Arline Risk, clerk typist, Livestock Market News Branch, Omaha, Neb.

Cheryl Golden, market news assistant, Grain Market News Branch, Washington, D.C.

Martha Eidson, market reporter, Grain Market News Branch, Portland, Ore.

Joseph Newcomer, marketing specialist, Seed Regulatory Branch, Washington, D.C.

Tobacco Division

Nydia H. Velazquez, clerk steno, Hato Rey, P.R.

Packers & Stockyards

Merle Paulsen, auditor, Omaha, Neb.

John Barthel, marketing specialist, Springfield, Ill.

John Haynesworth, clerk, Livestock Marketing Division, Washington, D.C.

John Edmond, marketing specialist, Lawndale, Calif.

Gerald Godbout, auditor, Atlanta, Ga.

Joyce Johnson, clerk, Livestock Marketing Division, Washington, D.C.

Roger Schneider, economist, Industry Analysis Staff, Washington, D.C.

Sara Steffen, accountant, Lawndale, Calif.

TRANSITION

Cotton Division

Donald West, supervisory agricultural commodity grader, to reporter, Market News Section, Memphis, Tenn., from Marketing Services Office, Memphis, Tenn.

George Sullivan, supervisory agricultural commodity grader, to reporter, Market News Section, Memphis, Tenn., from Marketing Services Office, Memphis, Tenn.

Dairy Division

Richard McKee, marketing specialist, to Order Operations Branch, Washington, D.C., from Atlanta, Ga., Market Administrator's Office.

Fruit & Vegetable Division

Sheila Way, secretary steno, to AMS Personnel Division, Washington, D.C., from Fruit Branch.

Richard DeMenna, market reporter, Market News Branch, to Riverhead, N.Y., from North Palm Beach, Fla.

Steve Skuba, market reporter, Market News Branch, to Los Angeles, Calif., from Chicago, Ill.

Livestock, Poultry, Grain & Seed Division

Linda Pine, library clerk, to USDA's Office of Transportation, Washington, D.C., from Plant Variety Protection Office, Beltsville, Md.

Margaret Brog, clerk typist, to Commodity Futures Trading Commission, from Grain Market News Branch, Chicago, Ill.

Roy Boyd, market reporter, to USDA's Federal Grain Inspection Service, from Grain Market News Branch, Minneapolis, Minn.

Rosemary Brackenbury, clerk typist, to USDA's Food and Nutrition Service, from Grain Market News Branch, Independence, Mo.

Karen Faul, botanist, Seed Standardization Branch, Beltsville, Md.

Tobacco Division

J.T. Bunn, to deputy director, Washington, D.C.

Ann W. Denham, to full-time seasonal, Lexington, Ky.

Packers & Stockyards

Lois Shea, secretary, to Forest Service, Washington, D.C.

Lyman Breyer, auditor, to Lawndale, Calif., from Omaha, Neb.

Norris Walters, auditor, to Department of Health, Education and Welfare, from Atlanta, Ga.

Arthur Simpson, auditor, to Internal Revenue, Service, from Sterling, Va.

Robert Davidson, marketing specialist, to Lawndale, Calif., from Omaha, Neb.

Terrence Archunde, marketing specialist, to North Brunswick, N.J., from Kansas City, Mo.

Steve Ginie, auditor, to Kansas City, Mo., from Springfield, Ill.

Quentin Bierman, regional supervisor, to Atlanta, Ga., from Omaha, Neb.

Griffin E. Bonham, regional supervisor, to Omaha, Neb., from Atlanta, Ga.

Robert Hollis Brau, auditor, to Department of Defense, from Lawndale, Calif.

Stanley Arnold, auditor, to Department of Defense, from Ft. Worth, Tex.

Norman Sheets, marketing specialist, to Washington, D.C., from Portland, Ore.

Sam Tuggle, regional supervisor, to Memphis, Tenn., from Indianapolis, Ind.

Information Division

Wayne Baggett, information specialist, to Chicago, Ill., regional office, from Broadcast, Visuals, & Publications Branch, Washington, D.C.

PROMOTION

Cotton Division

Mary M. Goodrum, clerk steno, Grading Section, Memphis, Tenn.

Mary Atienza, marketing specialist, Memphis, Tenn.

Walter J. Dorsey, lab director, Clemson, S.C.

Jerry Ward, agricultural commodity grader, Grading Section, Memphis, Tenn.

Livestock, Poultry, Grain & Seed Division

Saryln Ziegler, botanist, Seed Regulatory Branch, Minneapolis, Minn.

Darwin Green, seed marketing specialist, Seed Regulatory Branch, Montgomery, Ala.

Joan Hall, botanist, Seed Regulatory Branch, N. Brunswick, N.J.

Celia Nix, market reporter, Poultry Market News Branch, Des Moines, Iowa.

Eldon Taylor, senior examiner, Plant Variety Protection Office, Beltsville, Md.

Larry Dosier, senior examiner, Plant Variety Protection Office, Beltsville, Md.

Thaddeus Frey, junior examiner, Plant Variety Protection Office, Beltsville, Md.

Terry Harris, market reporter, Livestock Market News Branch, Des Moines, Iowa.

Gwendolyn Baylor, secretary typing, Marketing Programs Group, Washington, D.C.

Patricia Wheeler, secretary steno, Plant Variety Protection Office, Washington, D.C.

Craig Williams, market reporter, Livestock Market News Branch, Omaha, Neb.

Tobacco Division

Robert A. Allen, secretary, Administrative Group, Washington, D.C.

Packers & Stockyards

Garnie Grise, marketing specialist, Indianapolis, Ind.

Dorothea Davidson, clerk, Indianapolis, Ind.

Billy Butler, marketing specialist, Ft. Worth, Tex.

David Moore, auditor, Memphis, Tenn.

Loretta Bailey, auditor, Memphis, Tenn.

Sharon Ledbetter, clerk, Ft. Worth, Tex.

Lynn Burnett, management specialist, Office of the Deputy Administrator, Washington, D.C.

Donnie Kelley, clerk, Memphis, Tenn.

Owen Chandler, documents examiner, Livestock Marketing Division, Washington, D.C.

David Auten, marketing specialist, Livestock Marketing Division, Washington, D.C.

Dennis Thalacker, marketing specialist, Denver, Colo.

Raymond Minks, auditor, Kansas City, Mo.

Bonnie Bergers, auditor, Portland, Ore.

Elkin Parker, auditor, Indianapolis, Ind.

Darlene Pembleton, clerk, Kansas City, Mo.

Jim Bjorkman, auditor, Portland, Ore.

Francine Adkins, clerk, Livestock Marketing Division, Washington, D.C.

Michael Hughes, auditor, St. Paul, Minn.

RETIREMENT

Cotton Division

Nelson Revercomb, administrative officer, Office of the Director, Washington, D.C.

Earl B. Glasgow, supervisory agricultural commodity grader, Memphis, Tenn.

Gerald A. Harbaugh, deputy director, Office of the Director, Washington, D.C.

Garvin D. Fish, area director, Phoenix, Ariz.

Dairy Division

Harold A. Groh, auditor, Tulsa, Okla.

Margaret F. Mellina, clerk, Alexandria, Va.

Fruit & Vegetable Division

Marian Renn, marketing specialist, Fruit Branch, Washington, D.C.

Doris Robinson, clerk typist, Market News Branch, Washington, D.C.

Livestock, Poultry, Grain & Seed Division

Herbert Fisher, plant variety examiner, Plant Variety Protection Office, Beltsville, Md.

Kenneth Hammill, market reporter, Grain Market News Branch, San Francisco, Calif.

Tobacco Division

William W. Henry, Lexington, Ky.

Packers & Stockyards

Ralph Williams, marketing specialist, Ft. Worth, Tex.

Morgan Stephens, scales and weighing specialist, Livestock Marketing Division, Washington, D.C.

Barbara Stringfellow, documents examiner, Livestock Marketing Division, Washington, D.C.

Kenneth Grizzell, regional supervisor, Memphis, Tenn.

RESIGNATION

Cotton Division

Joseph N. Brevard, director, Bakersfield, Calif.

Betty F. Cross, chief clerk, Winnsboro, La.

Katherine M. Kirk, applications examiner, Marketing Services Branch, Memphis, Tenn.

Jennings Henderson, warehouseman, Greenwood, Miss.

Fruit & Vegetable Division

Marilyn Anderson, clerk typist, Market News Branch, Minneapolis, Minn.

Ramonno May, clerk typist, Market News Branch, Minneapolis, Minn.

Shirley Moyer, truck reporter, Market News Branch, Jessup, Md.

Beth Gallagher, clerk typist, Market News Branch, Everett, Mass.

Elizabeth DiMattia, truck reporter, Market News Branch, Philadelphia, Pa.

Richard Short, market reporter, Market News Branch, Yakima, Wash.

Livestock, Poultry, Grain & Seed Division

Charlotte Thompson, clerk typist, Livestock Market News Branch, Kansas City, Mo.

Gilbert Waibel, botanist, Seed Regulatory Branch, Minneapolis, Minn.

Darell Darnell, market reporter, Livestock Market News Branch, Torrington, Wyo.

Katherine Scullion, secretary steno, Seed Regulatory Branch, Washington, D.C.

Ruth Thornton, clerk typist, Poultry Market News Branch, Atlanta, Ga.

Tobacco Division

Janice I. Dominey, Raleigh, N.C.

Nancy A. Bailey, Raleigh, N.C.

Linda C. Parrish, Raleigh, N.C.

Sandra K. Carnes, Raleigh, N.C.

Clifford L. Daly, Raleigh, N.C.

Harry Kelfer, Raleigh, N.C.

Packers & Stockyards

Anita Marshall, clerk, Sterling, Va.

AWARDS

Dairy Division

George J. Justus, administrative officer, Washington, D.C., received a merit award for outstanding contributions to the division.

Lillian Z. Woldenberg, Program Analysis Branch, Washington, D.C., received a special achievement award for responding to the need for completion of additional tasks.

Length of Service Awards

40 years

Earl C. Born, Aurora, Colo.

Oscar Zucchi, Boston, Mass.

35 years

Paul Buchanan, Minneapolis, Minn.

Gennella M. Kugler, Glen Ellyn, Ill.

James E. Kirk, Cleveland, Ohio.

Zohrab Y. Setian, Boston, Mass.

30 years

George E. Barney, Cleveland, Ohio.
Richard C. Graham, Alexandria, Va.
U. Grant Grayson, Overland Park, Kan.
M.C. Jenkins, Indianapolis, Ind.
Joseph J. Marino, Overland Park, Kan.
Doyle C. Magouirk, Phoenix, Ariz.
Joseph E. Rader, Boston, Mass.
Herbert E. Shepard, Boston, Mass.
Helen Wells, Boston, Mass.
James F. Williams, Fort Lauderdale, Fla.

25 years

Walter E. Byers, Indianapolis, Ind.
Pearl N. Cavitt, Cleveland, Ohio.
Fremont Davis, Cleveland, Ohio.
Clifford G. Hansen, Overland Park, Kan.
Francis L. Kanouff, Aurora, Colo.
Chester G. Keck, Berkley, Mich.
Laurence R. Laughlin, Portland, Ore.
Bobby C. Marble, Overland Park, Kan.
Howard C. Morse, Berkley, Mich.
Marvin L. Paarni, Berkley, Mich.
Bobby Rigdon, Metairie, La.
Dan Rogers, Dallas, Tex.
Joseph D. Shine, Alexandria, Va.
Robert D. Wright, Overland Park, Kan.
Donald R. Werth, Washington, D.C.

John R. Williams, Washington, D.C.

20 years

Elizabeth R. Bachman, Alexandria, Va.
Lila M. Bishop, Phoenix, Ariz.
Milford L. Brock, Metairie, La.
James M. Callahan, Boston, Mass.
Donald C. Chamblin, Overland Park, Kan.
Jerry D. Cockrell, Tulsa, Okla.
Donald P. Denton, Alexandria, Va.
William L. Findell, Columbus, Ohio.
Stephanie S. Frederick, Alexandria, Va.
Robert R. Garrison, Tulsa, Okla.
Robert W. Hayes, Atlanta, Ga.
Ronald R. Hill, Alexandria, Va.
Edward T. Jones, Alexandria, Va.
Suzanne Jordan, Boston, Mass.
Frank J. Lundberg, Glen Ellyn, Ill.
Duane J. Matuszak, Glen Ellyn, Ill.
Lester L. Maulet, Jr., Metairie, La.
William A. Miller, Columbus, Ohio.
John M. Moore, Boston, Mass.
Robert L. Muse, Fort Lauderdale, Fla.
Ernest J. Peterson, Portland, Ore.
Helen K. Pietrowski, Boston, Mass.
H. Francis Rhein, Alexandria, Va.
G.T. Robinson, Jr., Dallas, Tex.
James A. Taylor, Alexandria, Va.

Bobby W. Troxell, Tulsa, Okla.

William M. Vanden Heuvel, Glen Ellyn, Ill.
Silvio Capponi, Jr., Washington, D.C.
Robert F. Groene, Washington, D.C.
Lorraine T. Heard, Washington, D.C.

10 years

Betty L. Lyles, Washington, D.C.
Nicholas Memoli, Washington, D.C.
John R. Mengel, Washington, D.C.
Alan T. Wagner, Washington, D.C.
Gary L. Albright, Tulsa, Okla.
Andrew L. Anderson, Minneapolis, Minn.
Laura E. Blakeslee, Glen Ellyn, Ill.
John Bratcher, Dallas, Tex.
T.L. Capes, Atlanta, Ga.
Dennis L. Clayton, Tulsa, Okla.
Richard Davis, Cleveland, Ohio.
Marilyn A. Eddy, Tulsa, Okla.
Thomas R. Frank, Atlanta, Ga.
James R. Gaines, Columbus, Ohio.
Sally J. Henderson, Atlanta, Ga.
Osbaldo Jimenez, Dallas, Tex.
Walter F. Kaulaity, Tulsa, Okla.
Conrad Knetzer, Dallas, Tex.
William J. Martin, Glen Ellyn, Ill.
Betty J. Norman, Glen Ellyn, Ill.
Carolyn J. O'Connor, Overland Park, Kan.

Joyce L. Pendleton, Overland Park, Kan.
Robert Prather, Dallas, Tex.
David W. Schoenhaar, Glen Ellyn, Ill.
Emile R. Thibodeaux, Dallas, Tex.

Certificates of honor were presented to these employees by the D.C. Chapter of the American Red Cross.

Debra Dillon, 1 gallon.
Eugene Krueger, 1 gallon.
Steven Levine, 1 gallon.
Richard A. Glandt, 2 gallons.
Frank H. Clark, Jr., 3 gallons.
Alfred E. LaLiberte, 3 gallons.
Willard H. Blanchard, 8 gallons.
Paul W. Halnon, 8 gallons.

Awards cont'd from p. 1
minorities as tobacco graders, and brought Personnel Division's resources to bear on that need."

Ford, Whitaker said, "helped develop a plan that has enabled women and minorities to get actual on-the-job experience, and thus give them ratings high enough to be selected as tobacco graders."

Both Ford and Thackston, Whitaker said, worked personally with the Office of Personnel Management "to convince OPM to consider tobacco grader trainee experience when rating applicants for grader positions."

Clayton H. Plumb, 8 gallons.
Donald R. Werth, 13 gallons.

Fruit & Vegetable Division

Betty McBride, secretary, Market News Branch, received a certificate of merit and a quality salary increase.

Tobacco Division

John H. Waggoner, agricultural commodity grader, Lexington, Ky., received a special achievement award for exceptional performance of special assignments, versatility, dependability and technical skill.

J. Lynell Stkye, supervisory agricultural commodity grader, Lexington, Ky.,

received a special achievement award for exceptional performance of special assignments, dedication to duty and exceptional leadership qualities.

Information Division

Nancy Bevis, secretary to the director, Washington, D.C., received a certificate of merit for "sustained superior performance substantially exceeding the requirements of the position."

Dale May, chief, Program Services Branch, Washington, D.C., received a certificate of merit for "sustained superior performance substantially exceeding the requirements of the position."

Ford chose five minority tobacco graders to recruit applicants for trainee positions. Personnel Division then trained these graders in recruiting procedures. The new recruiters found a number of women and minorities who were selected for trainee positions.

Women and minorities had not been able to qualify for grader positions in the past -- before 1979, in fact, only one woman had ever worked as a tobacco grader, and she resigned after a few months.

In 1978, the first year the grader trainees were hired under special authority from OPM, 36 applicants

were selected. Fifteen of those, or 41.7 percent, were women, and 12, or 33.3 percent, were minorities.

But 1979 was a turning point, Whitaker said. "The figures speak for themselves: out of 55 recruits selected, 13, or 23.7 percent, were women, and 9, or 16.4 percent, were minorities.

"These figures show tremendous improvement--something that would have been impossible without the combined efforts of Ford and Thackston. Achievement of these outstanding results deserves special recognition."

AMS in Action

An Administrative Letter for Employees

Agricultural Marketing Service • U.S. Department of Agriculture • DEC., 1979

Season's Greetings

A Christmas Message

I want to wish all AMS employees A Joyous Holiday Season and A Very Peaceful and Prosperous Year in 1980.

I also want to express my sincerest appreciation for the effective and efficient way in which you have carried out your program responsibilities during 1979. You have made AMS strong and dynamic.

The holiday season is a time to pause and share a moment of pride for a year of many accomplishments in every program area. In Packers and Stockyards, major efforts were given commercial bribery investigations and to the financial protection of livestock producers. The meat pricing task force concluded its study and a program was initiated to implement the secretary's actions for improving meat pricing and price reporting.

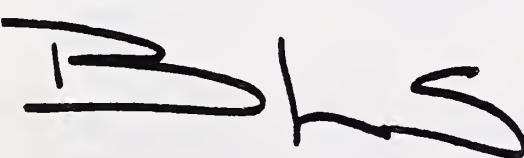
In market news, a long sought goal was achieved—the updating of the leased wire system. The replacement of slow, antiquated equipment with high speed terminals will enable a more rapid exchange of information and data, and will provide greater availability of reports to the public.

The list is too long to itemize, but each of us can be proud of

our implementation of High Volume Instrument classing of cotton, our initiation of truck rate reports, our formation of the new Market Research and Development Division and our other accomplishments which have enhanced the marketing of farm products.

To make 1980 even more productive, we must continue our individual efforts to improve the effectiveness and efficiency of our programs and we must continue to work together sharing our ideas and problems.

Thank you again, for all your work and for the support you have given to me. Bill Manley, Irv Thomas, and Pat Drake join me in wishing each of you and your families our best for the coming year.



Barbara Lindemann Schlei
ADMINISTRATOR



MOVING AMERICA'S HARVEST WITH MARKET NEWS

by Dale May
Information Division

"No food shopper wants to buy wilted lettuce, no matter what the price. And no one wants to go shopping, not knowing whether the foods they want will be available.

"Our job is to help keep products moving—efficiently, orderly and at the lowest possible cost to farmers, consumers and the traders in between," said Art Verissimo, a California state employee in charge of the federal-state market reporting office in that vegetable farming area of America.

Verissimo is one of 436 market reporters of USDA and cooperating state agriculture departments. They do their job by reporting the demand, movement, quality and prices agricultural products are bringing, whether at a wholesale produce market in New York or a livestock sale barn in Oklahoma.

More than 2,000 reports

Verissimo said he and other market news reporters cover more than 1,500 markets in the United States. They issue more than 2,000 different reports each

Cont'd on next page

PERFORMANCE APPRAISALS—CORNERSTONE REFORM OF CIVIL SERVICE

The Civil Service Reform Act's provision on performance appraisals is less than four pages long but affects almost every federal employee.

It is considered a cornerstone of civil service reform because one major purpose of the reform was to provide a way to better use human resources. This is what performance appraisal is all about.

Basic requirements

There are only a few basic requirements.

- Agencies must set up systems to periodically appraise employees' performances.
- Objective, job-related performance standards and critical elements of jobs are to be communicated to employees at the beginning of the appraisal period.
- Employees are to be encouraged to participate in setting up these standards.
- Results of performance appraisals must be used as a basis for personnel decisions like pay increases, promotions, demotions and training. Performance appraisals are the link between employees' performances and actions taken to recognize, improve and better use that performance.
- Supervisors have a responsibility to help employees improve unacceptable performances and to take action when performances fail to improve.

What do the changes mean?

Quality of communication is the key to the whole process—mutual understanding between supervisor and employee about what the employee is expected to do and how well. There needs to be regular feedback about how an employee is doing so good work can be reinforced and

problems can be spotted and corrected. If there has been good two-way communication throughout the appraisal period, the appraisal should bring no surprises.

Kinds of systems

Although the law requires that agencies base systems on the jobs to be performed, it deliberately leaves it up to agencies to choose how this is done. Factors such as the type of work and organizational structure and climate affect the type of system that will work best.

Systems must be simple and must concentrate on basic elements—clear performance standards and meaningful, continuous communication between supervisors and subordinates about performance.

Moving America's Harvest

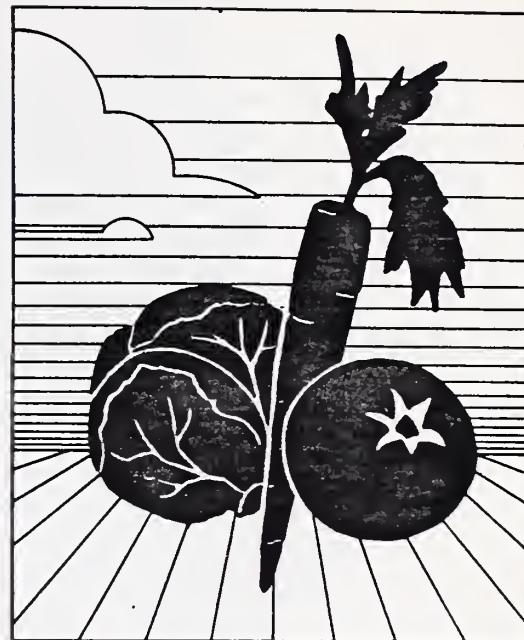
Cont'd from page 1

year on fruits, vegetables, ornamentals, livestock, meat, dairy products, poultry, eggs, grain, hay, feed, wool, cotton and tobacco.

"To be useful, our reports have to be fast and accurate," he said. "A lot of people—farmers, shippers, dealers, packers, processors, wholesalers, retailers and brokers—rely on them to make buying and selling decisions that are crucial to them."

"After we gather the information, we compile it in a usable form and put it out fast," Verissimo said. "The key of successful market reporting is quick communication."

Verissimo said AMS operates a 25,000-mile telecommunications system that speeds the reports around the country. Then news media and



others help distribute the reports by radio, television, newspapers, trade papers, mail and even recorded "dial-a-market" messages on automatic telephone-answering devices.

Improving technology permitted the communications system to be upgraded from the 20 words a minute it started with back in 1915 to 100 words a minute in 1950's and 1960's.

New high-speed equipment on the way

Administrator Barbara Schlei is enthusiastic about prospects offered by a further upgrading of the system that the agency hopes to complete before the end of 1980. "With the high-speed terminals we plan to install, we'll be able to move market information twelve times faster than we can now on most circuits—at a speed of 1,200 words a minute," she said.

Given up-to-the-minute information, farmers are on a more equal footing with buyers. Both buyers and sellers are better able to negotiate a fair price, even if they are across the country from each other.

Verissimo described the process of getting lettuce from a California field to a New York grocery store.

"The grower harvests, packs, precools, and readies his lettuce for shipment. Using the

information federal-state reporters provide on supply, demand and prices at shipping points as a guide, the grower can decide on an asking price."

Verissimo said the range of prices at the grower's shipping point and those received at many other points—along with information on volume of lettuce being shipped—are sent over the telecommunications network to market news offices coast to coast. Traders get the information quickly.

"In New York, the wholesale buyer watches prices and market conditions as the lettuce makes its journey. When the lettuce arrives and is sold, a market reporter at the scene will give the wholesale price it was bought for, along with figures on how many other carloads of lettuce have arrived, been unloaded or are yet to be unloaded. All this information on the availability of lettuce influences its price," Verissimo said.

Wholesalers and retailers watch these reports closely. Shipping points receive them, too.

At the California shipping point, growers, shippers and packers watch market conditions at New York and other terminal markets around the country to determine where to ship their products, he said.

If some markets have too little lettuce on hand for the demand, buyers may be paying higher prices for it. Sellers will see those price listings and divert some shipments to those markets. The price information helps spread the available lettuce supply around rapidly, so there aren't shortages in some markets and gluts in others.

"For highly perishable products such as lettuce, which have to reach their destinations fast or lose quality, this is of obvious importance," said Verissimo.

Besides lettuce, some 300 other food and farm products—marketed in many ways—are covered by the federal-state team, Verissimo said.

Personnel Actions

WELCOME

Livestock, Poultry, Grain & Seed Division

Ramona Fletcher, clerk typist, Livestock Market News Branch, Sioux City, Iowa.

Jeanne Rowe, clerk typist, Livestock Market News Branch, Greeley, Colo.

Juanita Zientarsky, clerk-typist, Plant Variety Protection Office, Beltsville, Md.

Bonnie Mann, clerk-typist, Poultry Market News Branch, Kansas City, Mo.

Daniel Schussler, Lvst Market Reporter, Livestock Market News Branch, Greeley, Colo.

Janice Ellis, clerk typist, Poultry Market News Branch, San Francisco, Cal.

Scott Lindenmann, biological lab techn (plants), Seed Standardization Branch, Beltsville, Md.

Evelyn Rodgers, secretary steno, Seed Regulatory Branch, D.C.

Norma Edrington, clerk-typist, Poultry Market News, Newark, N. J.

Mavis Pratt, clerk, Livestock Market News Branch, D.C.

Annie D. Weeks, clerk, Raleigh, N. C.

Henry L. Fowlkes, clerk, Raleigh, N. C.

Susie L. Godd, clerk typist, Raleigh, N. C.

Mary B. Cribb, clerk, Raleigh, N. C.

Hugh E. Whitted, clerk, Raleigh, N. C.

Lisa F. Hansley, clerk-typist, Raleigh N. C.

Agricultural Commodity Grader Recruits Raleigh, N. C.

James Dial

H. Marie Atkins

Rebecca A. Sasser

Steve Freeman

Coolidge G. Dowdy

Franklin K. Fink

Tommie D. Moss

Robert A. Gentry

Avis H. Knight

P. Ruth Dowdy

David M. Windham

Sidney B. Howard

Carolyn D. Whicker

Wanda W. Brown

Wayland C. Stroud

Robert D. Smith

Randolph Raynor

John B. Cockerham, Jr.

Branda J. Edwards

Lindy F. Kornegay

Randall B. Newsome

Emily R. Coble

Princess A. Braxton

M. Thomas Zimmerman

Sherrill L. Massengill

Karen F. Williams

Gilbert Todd

Joyce Floyd

Walter E. McCall

Elijah L. Booker

Verlisha C. Mitchell

Peggy F. Branham

Raymond D. Bullock

Terry Rutledge

Richard E. Benton

Jeffrey L. Bullock

Joseph B. Newton

Edwin D. Shotwell

Lawrence E. Stone

Harry V. Stegall

Thomas E. Chavis

Ran B. Barbour

Audrey B. Jones

Kenneth E. Wall

John L. Taylor

Grace W. Elliott

Raymond N. Chichester

Christine F. Park

PROMOTION

Livestock, Poultry, Grain & Seed Division

Wayne Guerke, botanist, Seed Regulatory Branch, Montgomery, Ala.

Thomas Dilks, Seed Mktg. speclst, Seed Regulatory Branch, Minn. MN

Robin Bauer, lvst mkt. reporter, Livestock Market News Branch, Omaha, Neb.

Stacy Ingram, clerk-typist, Livestock Mkt News Branch, Amarillo, Tex.

Karen Faul, botanist, Seed Standardization Br., Beltsville, Md.

Douglas Bailey, asst. examiner, Plant Variety Protection Office, Beltsville, Md.

Gregory Rutar, Lvst mkt. reporter, Torrington, Wyo.

Linda Anderson, Lvst mkt reporter, Sioux City, Iowa.
Catherine Barrett, clerk-typist, Lvst Mkt News Br., Omaha, Neb.
James A. Ray, branch chief, Livestock Mkt News Branch, D. C.
Hazel Reich, poultry mkt reporter, Chicago, Ill.
Paul Fuller, Deputy Director, Office of the Director, D. C.
Kenneth Evans, plant variety examining officer, Plant Variety Protection Office, Beltsville, Md.

Cotton Division

Paul Karban, Agrl. Grdr. Phoenix, Ariz.
Franklin Pennel, Agrl. Grdr., Fresno, Cal.
Montie Coulson, clerk steno, Lubbock, Tex.
Alvin Deck, R. and Prom. staff, Wash., D.C.

Packers & Stockyards

Kurt Kohman, scales and weighing spec. Bedford, Va.

Tobacco Division

Mary C. Orme, spec. asst. to the Director, D. C.
Ollie A. Coles, Adm. tech. D. C.
Marcia Burgess, Adm. clerk, D. C.
Glenn W. Stancil, supv. Ag. Com. Gr. Raleigh, N. C.

Raleigh, N. C.

Thomas S. Adcock
Landis C. Branham
Melvin L. Johnson
Gallie T. Shelton
Howard D. Tant
Earl B. Booth
Jefferson I. Goode
Newby Price
Robert L. Strickland

TRANSITION

Tobacco Division

Lawrence C. Newman to Office of the Regional Director, Lexington, KY.

Mary Ellen Brooks to full time annual, Lexington, KY.

Harry M. Stephens to agricultural commodity grader, Raleigh, N. C.

Packers & Stockyards

DeWayne Crawford, regional supervisor, Springfield to Indianapolis, Indiana.

Cotton Division

Linda Bagwell, stat. clk-typ Memphis, TN to Depart. of Justice.

APPOINTMENTS

Cotton Division

Freda Jane Eason, clk-typist, market news section, Memphis, TENN

Blanche Corbin, clerk typist, standard sec. Memphis, Tenn.

Lem Williams, warehouseman, Greenwood, MS.

RESIGNATION

Cotton Division

Teena LaMartiniere, secretary steno, D. C.

Tobacco Division

Anita C. Fields, secretary typing, D. C.

Diane G. Chandler, student aid, Admin, Gr. D. C.

Packards & Stockyards

Kevin Fields, clerk D. C.

Jerry Bankowski, marketing specialist, No. Brunswick N. J.

Livestock, Poultry, Grain & Seed Division

Charles Hall, program asst. D. C.
Annette Keil, biological science No. Brunswick, N. J.

Kent Gillespie, lvst mkt reporter, Louisville, Ky.

Miriam Hardy, clerk-typist, D. C.
Ann Spolsky, clerk typist, Bell, Cal.

RETIREMENT

Cotton Division

Thomas W. Lee, Cotton Mkt. Rptr., Memphis, Tenn.

DECEASED

Livestock, Poultry, Grain & Seed Branch

James Byrd, seed mktg. spec., Seed Regulatory Branch, Montgomery, Ala.

ACCESSIONS

Packards & Stockyards

Gregory Shank, accountant, Bedford, Va.

AWARDS

Tobacco Division

Jule W. Terrell, Supervisory ACG, Raleigh, NC, received a Special Achievement Award for work above normal job requirements in assisting training officer and outstanding performance, dependability, and technical proficiency in a supervisory position.

Glenn R. Davis, Supervisory ACG, Raleigh, NC, Region, received a Special Achievement Award for outstanding work as Acting Asst. Regional Dir. and for his dependability, leadership, progressiveness, knowledge and application of the U.S. Standard Grades.

James E. McCarty, Tobacco ACG, Lexington, KY Region received a Special Achievement Award for exceptional ability, technical skill and outstanding dedication to duty.

WORKING ON UNITED WAY
DOES MORE THAN GET YOU
OUT OF YOUR HOUSE
IT GETS YOU OUT
OF YOURSELF.



JOSIE DOWNEY, EDITOR

AMS in ACTION is published for the employees of AMS. Everyone is encouraged to contribute through their division's representative.

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